

## Recrutement : la priorité aux Canadiens

Le gouvernement fédéral exige que les Canadiens et les résidents permanents qui ont les compétences soient nommés en priorité à tous les postes universitaires. Dans une lettre adressée à l'ACPPU le mois dernier, Sandy MacDonald, du ministère du Développement des ressources humaines (DRSHC), a répété que la politique du gouvernement est sans équivoque et que les Canadiens et résidents permanents remplissant les exigences d'un poste ont la priorité.

La politique a été confirmée à la suite d'un examen des règles de recrutement des universités l'année dernière. Le principal changement consiste en l'élimination de l'ancienne politique de recrutement à deux volets qui permettait l'annonce de postes à l'étranger seulement s'il avait été déterminé qu'aucun canadien ou résident permanent n'avait les compétences pour occuper le poste. Désormais, les postes pourrout être annoncés simultanément à l'étranger et au Canada.

À ce moment-là, la sous-ministre du DRHC a déclaré que l'exigence d'offrir des postes aux Canadiens et résidents permanents qualifiés avant de les offrir aux autres tenait toujours.

En effet, dans une lettre en date du 17 octobre 2002 et expliquant la nouvelle politique, Mme Morris a précisé que le gouvernement avait décidé d'éliminer la politique de recrutement à deux volets. Toutefois, les Canadiens et les résidents permanents qui remplissent les exigences d'un poste ont la priorité.

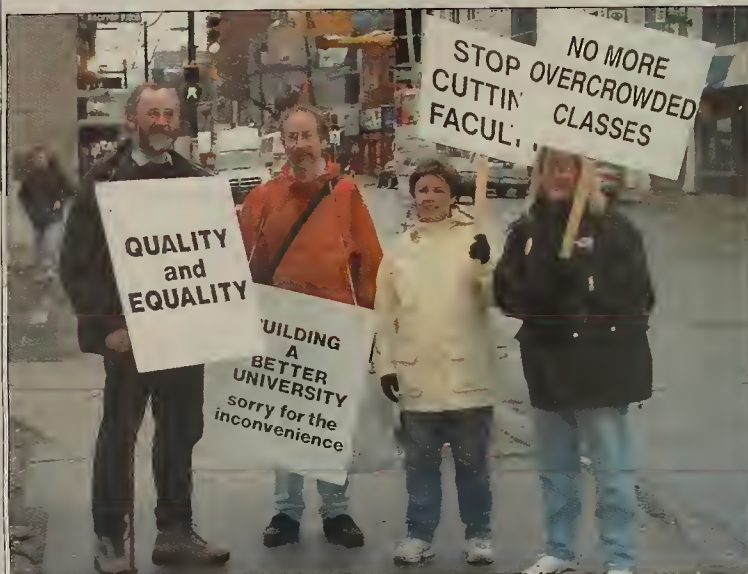
« Malgré la déclaration explicite de la sous-ministre, l'ACPPU a appris que des administrateurs refusaient de reconnaître l'exigence d'accorder la priorité aux Canadiens et résidents permanents qualifiés », a mentionné James Turk, directeur général de l'ACPPU. « Nous avons soulevé la question auprès de Mme Morris. Elle a répondu immédiatement pour confirmer l'exigence. »

« Nous avons eu connaissance d'autres plaintes concernant des administrateurs qui ne tenaient pas compte de la règle. Nous avons donc écrit une deuxième fois à Mme MacDonald pour lui demander de réitérer la position sans équivoque du gouvernement sur la question. »

Voir la politique sur le recrutement d'universitaires étrangers à [www.hrhc-dhsc.gc.ca/hrb/ind-dnt-fv-te/common/univers.shtml](http://www.hrhc-dhsc.gc.ca/hrb/ind-dnt-fv-te/common/univers.shtml).

Traduit de l'article « Feds Affirm 'Canadians First' Hiring Policy ».

## Dalhousie Profs on Strike



On the street in Halifax (from left) — Patrick Ellis, Ian Colford, Sharon Murphy & Karen Neves.

MEMBERS of the Dalhousie Faculty Association went on strike March 4, saying the university left them no alternative. Andrew Wainwright, Dalhousie Faculty Association president, said "We were hoping to avoid another strike at Dalhousie. The association pursued all avenues to bargain and reach a negotiated settlement. Yet we remain seriously apart after six months of attempted negotiations and 35 meetings through the fall and early winter."

Talks broke off late last month, in the presence of a provincial conciliator.

"We presented a revised package to the board on Feb. 21, in an attempt to reach a negotiated settlement, and this package was rejected outright by the board with no counter-offer provided," Wainwright said.

He said the employer's most recent offer dates from Nov. 23 and includes a 7.2 per cent salary increase over three years, an offer Wainwright says was subsequently rejected by the November strike vote.

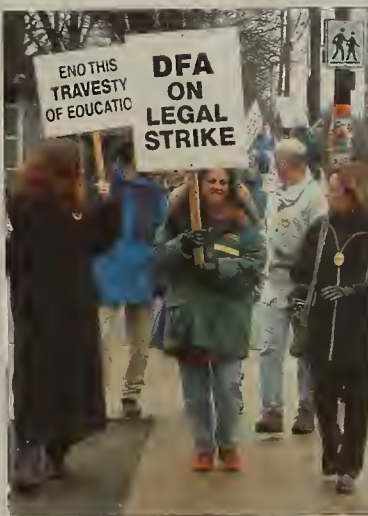
"The board refused to meet the DFA part way and is clearly not interested in reaching a settlement at the table," Wainwright said. "The university's salary offer will leave us where we are now — in ninth place on the comparator list with 10 other universities." The faculty association is seeking a wage increase of 10.8 per cent.

The association also seeks assurances on faculty replacement. "The DFA wants replacement of full-time faculty who leave the university during the life of the contract," Wainwright said. "Replacement won't cost the university any more money than it is already spending. In fact, the cost of replacing senior with junior faculty would be less."

He said the board wants control of the complement issue. "They want to be free to let the numbers of full-time academic staff decline while more and more low-paid, part-time people are hired."

DFA is also seeking improvements in articles on discrimination, bargaining unit composition, tenure, parental leave, workload, counsellor-student ratio, mandatory retirement and technology-assisted classes.

The CAUT Defence Fund is assisting the 772 professors, librarians and counsellors with the payment of strike benefits, strike support from faculty across the country, a loan to maintain insured benefits and a \$1 million line of credit.



## Feds Affirm 'Canadians First' Hiring Policy

Ad rules changed  
but Canadians will still  
be given priority.

THE federal government requires that qualified Canadians and permanent residents be given priority in all university hiring. In a letter to CAUT last month, Sandy MacDonald of Human Resources Development Canada reiterated the government "has been unequivocal that Canadians and permanent residents who meet qualifications for a position must be given priority for appointment."

The policy was affirmed after a review of university hiring rules last year.

The principal change was the elimination of the former "two-tier" advertising rule which allowed advertising internationally only after it was determined there were no qualified Canadians or permanent residents. Now, jobs can be advertised internationally at the same time as they are advertised in Canada.

The change in advertising rules did not alter the requirement that qualified Canadians and permanent residents must be offered available jobs before they can be offered to others, HRDC deputy minister Claire Morris said at that time.

In an Oct. 17, 2001 letter outlining the new policy, Morris said "we have decided to eliminate the two-tier policy for advertising ... However, Canadians and permanent residents who meet the qualifications for a position must be given priority for appointment."

"Despite the deputy's clear statement, reports filtered into CAUT that university administrators were denying the existence of the requirement that jobs be offered first to qualified Canadians and permanent residents," said James Turk, executive director of CAUT. "We raised the matter with Morris directly. She responded immediately affirming the rule."

"Still more reports came to our attention of administrators denying the rule so we wrote a second time, prompting MacDonald's reiterating the government's 'unequivocal' position on the matter."

The Government of Canada policy on hiring foreign academics is available at [www.hrhc-dhsc.gc.ca/hrb/ind-dnt-fv-te/common/univers.shtml](http://www.hrhc-dhsc.gc.ca/hrb/ind-dnt-fv-te/common/univers.shtml).

Nos universités,  
notre avenir.

### PUBLIC HEARINGS

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underfunding in  
higher education.

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administration?

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# CAUT ACPPU BULLETIN

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## LETTERS COURRIER

### International Outcry over British Columbia's Bill 28

Many international associations have written to B.C. Premier Gordon Campbell condemning the introduction of Bill 28: Public Education Flexibility and Choice Act. A sample follows. — ed.

NATFHE represents nearly 70,000 teachers and researchers in new universities, colleges of higher education and other sectors of post-school education in the United Kingdom. Canadian colleagues have drawn to our attention the recent legislation your government has passed through the British Columbia legislature, giving college managements the right to unilaterally dismantle collective agreements painstakingly negotiated over many years. On behalf of academic staff in the United Kingdom, we would like to express our dismay and condemnation of this action.

If the parallel United Kingdom experience is a guide, it will set back management/faculty relations by many years, and will simply result in a period of confrontation before managements recognise the need to negotiate and put back in place agreements that have been so cavalierly renounced. It is the antithesis of harmonious work relations and of the sense of academic community which is at the heart of a successful higher education system, and it is deeply regrettable for this sort of management diktat to be condoned, let alone promoted, by government.

Experience suggests that moves like this cause long term damage to the credibility and attractiveness of a country's higher education system to outside faculty and researchers, setting in train a downward spiral of standards and of relative academic strength, in an increasingly inter-related global academic community. Bad practice will drive out the good, as institutions not wanting to tear up agreements find themselves under more pressure from competition with those that embrace the 'opportunity' your administration has given them.

I am the chairperson of the European Higher Education and Research Standing Committee of the worldwide teachers' body Education International (EI). The members of the committee will be meeting at a major EI conference on higher education and research (this) month in Montreal, with colleagues from Canada, the USA, and other countries. I have no doubt we will hear reports from our colleagues in British Columbia, and will consider the actions we can take to support them in challenging and seeking to overturn this pernicious legislation.

PAUL BENNETT  
National Official, NATFHE  
The University and College Lecturers' Union, United Kingdom

We are writing to express our great surprise and outrage at the legislation your government has imposed. For the higher education sector Bill 28 is a pernicious attack on faculty and on the quality of education in the college system. It undermines the long-term relationship between faculty and college administrations.

The collective agreements, which you have given presidents and college boards the right to abandon, are the result of a process of negotiation and compromise. If you allow one party to quit its negotiated obligations, you undermine the trust on which labour relations rest. To be able to find equivalents, you have to look outside the civilized part of the world.

Bill 28 has the potential to damage the quality of education. While you see class size and workload provisions as barriers to unilateral administrative control, faculty and students recognize these provisions as necessary to ensure high quality education. If these provisions are stripped from collective agreements, students will experience larger classes, and less time for interaction with faculty. It is unacceptable that learning conditions are designed by administrators to save money rather than by faculty to obtain a worthwhile educational experience.

If you have any concern for the future of your province and the quality of education you provide to this and future generations of students, you will withdraw Bill 28. We will do absolutely everything in our power to assist our members in B.C. in getting your government to reverse its ill-considered and destructive policies. And we will of course contribute to the circulation of information in the European countries about present academic conditions in Canada.

CHRISTOPH BARGHOLTZ  
President  
Swedish Association of University Teachers

GÖRAN BLUMQVIST  
General Secretary  
Swedish Association of University Teachers

We are astonished to learn from our Canadian colleagues that your government intends to abrogate clauses in legitimately negotiated collective agreements between colleges and their employees through the enactment of Bill 28.

We know of no precedent for such action and regard it as a totalitarian act unworthy of a democratic country such as Canada.

The proposal, if enacted as proposed, will lead to a deterioration of standards in higher education in British Columbia and will almost certainly mean that academic staff will not seek positions at the affected colleges.

We will certainly be advising our members here in New Zealand of the impact of this legislation. We urge you to reconsider this draconian step and withdraw Bill 28.

ROB CROZIER  
Executive Director  
Association of University Staff, New Zealand

I am writing to you on behalf of the National Tertiary Education Union (NTEU), which represents 25,000 academic and general staff employed in the Australian tertiary education sector.

We are very concerned to learn that your government recently introduced industrial legislation (Bill 28) which will give college and university college managements the unilateral right to override workload and other key provisions contained in institutional collective agreements.

The extant collective agreements are the result of a fair and lawful process of negotiation between the College Institute Educators' Association, its local affiliates and college/university-college management. Bill 28 has the potential to create industrial unrest at these workplaces by sanctioning management breaches of collective agreements, compromising the notion of industrial fairness and the level of trust between CIEA, faculty and management. The Bill will also negatively impact on the quality of education offered by British Columbia's colleges/university colleges, resulting in increased class sizes and less time for interaction between students and faculty.

On behalf of the NTEU, I strongly urge you to consider withdrawing Bill 28 to ensure industrial fairness and maintain the quality of education within the province.

GRAHAM MCCULLOCH  
General Secretary  
National Tertiary Education Union, Australia

We are writing to express our deep concern at the legislation your government has imposed that would effectively destroy collective bargaining in the higher education sector. The exercise of the unilateral powers given to college and university presidents and boards would have a very deleterious effect on students, faculty and the province as a whole. Collective agreements arrived at by a process of good faith bargaining are contracts that governments should honour as binding.

The AUT would like to associate itself strongly with the extremely serious concerns expressed by our Canadian and American colleagues about Bill 28. If this legislation is not withdrawn, we would have to consider recommending to our members not to take up positions in, or to collaborate with, British Columbian institutions in which the principles of free collective bargaining are not honoured.

We urge you to withdraw Bill 28 in the interest of fairness and the future of higher education in B.C.

PAUL COTTRELL  
Acting General Secretary  
Association of University Teachers, United Kingdom

More LETTERS Page A9 E3F





## Les professeurs de l'Université Dalhousie déclenchent la grève

LES membres de l'association des professeurs de l'Université Dalhousie ont déclenché la grève le 4 mars car, disent-ils, l'université ne leur a pas donné le choix.

Andrew Wainwright, président de l'association des professeurs de l'Université Dalhousie a déclaré ceci : « Nous espérons éviter une autre grève à l'université. L'association a exploité toutes les avenues afin de négocier et d'obtenir une entente négociée. Pourtant, nous sommes encore très loin d'une entente après six mois de tentative de négociation et 35 réunions tenues pendant l'automne et le début de l'hiver. »

Les négociations entre les deux parties ont échoué le mois dernier, en présence d'un conciliateur.

« Le 21 février, nous avons soumis au conseil d'administration des offres révisées dans le but d'obtenir une entente négociée, qu'il a rejetées entièrement sans soumettre de contre-offres », a poursuivi M. Wainwright.

La dernière offre de l'employeur remonte au 23 novembre et comprend une hausse salariale de 7,2 p. 100 sur trois ans. Selon M. Wainwright, cette offre a par la suite été rejetée à la suite du vote de grève de novembre dernier.

« Le conseil a refusé de rencontrer l'association à mi-chemin et, de toute évidence, n'est pas intéressé à conclure une entente à la table », a affirmé M. Wainwright. « L'offre salariale de l'université nous laisse au même rang que maintenant, soit le neuvième rang d'une liste de comparaison de dix autres universités. » L'association

des professeurs demande une hausse des salaires de 10,8 p. 100.

L'association veut également obtenir des garanties quant au remplacement du corps professoral. « L'association demande que les professeurs à temps plein qui quittent l'université pendant la durée du contrat soient remplacés », a dit M. Wainwright. « Leur remplacement ne coûtera pas plus cher à l'université que maintenant. De fait, il lui en coûtera moins en remplaçant des professeurs chevronnés par des débutants. »

Il soutient que le conseil désire avoir la maîtrise de la question de l'effectif. « Il veut avoir toute la latitude voulue pour diminuer le nombre d'universitaires à temps plein et embaucher de plus en plus d'universitaires mal rémunérés à temps partiel. »

L'association demande également une bonification des articles sur la discrimination, la composition de l'unité de négociation, la permanence, les congés parentaux, la tâche, le rapport conseiller-étudiant, la retraite obligatoire et les cours assistés par ordinateur.

La Caisse de défense de l'ACPPU soutient les 772 professeurs, bibliothécaires et conseillers avec le versement d'indemnités de grève, l'appui des professeurs de tout le pays, un prêt pour maintenir les avantages assurés et une marge de crédit de un million de dollars. ■

Pour plus de renseignements voir à [www.dfa.ns.ca](http://www.dfa.ns.ca).

Traduit de l'article « Dalhousie Profs on Strike ».

## Long-Awaited Innovation Strategy Disappointingly Vague

THE federal government's long-delayed white paper on innovation and skills training was released Feb. 12, but critics say it is disappointingly vague on details.

The white paper, divided into two parts and coauthored by Industry Canada and Human Resources Development Canada, calls on the federal government to boost research and development and to ensure greater accessibility to post-secondary education, but offers few details on how to achieve these goals.

« It is time to push our efforts to new level, to challenge Canadians with ambitious targets, and then work together to achieve them, » Industry Minister Allan Rock said at a brief news conference in Toronto. « Government cannot achieve this goal alone. We must build on the growing consensus among business leaders, entrepreneurs, unions, academics and all levels of government that Canada's future success depends on our ability to innovate in all sectors of the economy, and in all regions of the country. »

CAUT says it welcomes the opportunity to discuss the issues raised in the two papers, but is surprised by the lack of new ideas or proposals.

« For two documents that are supposed to form the basis for the government's major agenda over the next decade, there's not much substance, » said CAUT president Tom Booth. « There are a lot of recycled announcements and self-congratulatory remarks, but little fresh thinking. »

He noted the proposals in the innovation strategy to foster the

commercialization of university research are the same ones that have circulated in government for the past 10 years and were rejected by university researchers as compromising the integrity and independence of their work.

« There is a real danger the commercialization agenda will steer university research in ways that will not serve the public interest, » Booth said.

The innovation paper warns « universities need to be held more accountable for reporting on the benefits that accrue to Canadians from the very substantial annual public investment in research. »

### CAUT surprised by the lack of new ideas or proposals in white paper.

Booth says this raises a serious concern that new funding initiatives may be directly tied to narrowly-defined commercialization performance outcomes, a point underlined later in the paper with the statement that in return for greater commercialization efforts, individual universities would receive a « long-term government commitment to their knowledge infrastructure. »

« Some of the best university research often has little immediate commercial returns, » Booth explained. « We'd be very concerned if funding was tied to commercial outcomes. »

He says CAUT is pleased the innovation strategy recognizes there

are serious problems facing post-secondary education, including growing concerns about accessibility and costs. However, the paper remains silent on how to grapple with this problem.

« This isn't rocket science. The reason many qualified people do not go to college and university is because of the soaring cost of tuition, » Booth said. « Yet the paper fails to mention the problem of rising tuition. Until there is some action there, this issue isn't going to go away, it's going to get worse. »

The skills paper also suggests accessibility to post-secondary education can be enhanced through e-learning which can « play a role in helping institutions manage growing enrolment pressures. »

In addition, the innovation strategy promises to increase the number of graduate students by 5 per cent per year over the next 10 years, a goal to be partly met by the recent creation of the Trudeau Fund to provide doctoral scholarships and post-doctorate fellowships in the arts and humanities.

Booth said the fund, named after former Prime Minister Pierre Trudeau, is welcome but it will provide funding to only 50 students a year.

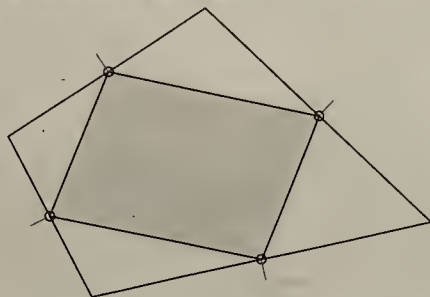
« If you really want to increase the capacity of universities and colleges to teach and to conduct research, the best thing you could do would be to increase core funding to our institutions, » he said. ■

Canada's Innovation Strategy, *Achieving Excellence and Knowledge Matters*, is available at [www.innovationstrategy.gc.ca](http://www.innovationstrategy.gc.ca).

## Homework!

### The Four-Sided Cut-Up

Take any sheet of paper in the form of a quadrilateral (a four-sided figure); it does not have to be rectangular. Join the midpoints of adjacent sides, as in the diagram. These line segments partition the quadrilateral into four triangular « ears » and a central figure that turns out to be a parallelogram (opposite sides parallel).



Remarkably, regardless of the shape of the quadrilateral, the area of the parallelogram is equal to the sum of the areas of the four triangular ears. One way to see this is to cut off the four ears with a pair of scissors and arrange them to cover the parallelogram without overlapping. Show how this can be done.

Homework!, a regular feature of the Bulletin, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page B1.

## Dissenters Fight Spain's Reform Law

Mass protests, demonstrations & strikes in wake of new plans to reform the country's university system.

STUDENTS from across Europe are being called to demonstrate against Spain's infamous new law to reform the university system, the Ley Orgánica de Universidades (LOU). When European Union education and culture ministers meet in Salamanca, Spain March 17-19, International Pupil and Student Actions will hold a parallel European Assembly of Students Against the LOU.

The student action group claims the LOU will « essentially privatize the Spanish higher education system. »

Mass protests organized by students against the LOU late last year were described by the *New York Times* as the largest since Spain's transition to democracy, with university staff, faculty members and even rectors joining in. More than 8,000 professors signed a manifesto against the bill and an estimated 200,000 students have taken part in strikes and demonstrations.

According to the World Socialist web site, polls showed that two out of three Spaniards op-

posed the law. Despite widespread protests the LOU was adopted with only superficial changes on Dec. 20, 2001.

Spain's federation of teachers, the Federación de Enseñanza de Comisiones Obreras (FECCOO), is also fighting the law. Working with student and youth organizations in the Plataforma por la Universidad Pública, the federation is advocating against the LOU at the European Union, and studying possible legal action to minimize its negative effects.

The most controversial aspects of the law centre on university autonomy, teaching and research staffing, finance and staff representation. In state universities, attended by more than 90 per cent of Spain's students, almost half of the teaching positions will no longer be tenured.

The federation says over the last decades Spain's universities have transformed themselves from an elite enclave into a progressive organization open to a wide variety of socio-economic groups. « Now, the LOU and its partner legislation,

the Ley de Calidad (quality law), will turn back the clock, » said FECCOO general secretary Fernando Lezcano.

« The proposals of the Ministry of Education to reform the education system are solutions drawn from the past, based on an elitist vision of education, » Lezcano added. « So that a few can learn much, the majority will learn little, and be destined to move quickly into the cheap manual labour market. »

International Pupil and Student Actions, which is calling for an even greater decentralization than that espoused by the previous law, sets the LOU in the context of a pan-European push for privatization. « A change in education policy is also what we want, » says the student association, « but not the neo-liberal changes that are being pushed forward by the European Union and its member states. »

Although the reforms have now become law, some universities in Spain's autonomous regions, such as Catalonia, are refusing to implement them. ■



## Déréglementation des frais de scolarité en C.-B.



Manifestation en C.-B. — Des milliers d'étudiants, d'enseignants et de travailleurs du secteur public protestent à Victoria le 23 février.

L'ACPPU condamne la décision du gouvernement de déréglementer les frais de scolarité des universités et des collèges de la province.

Le président de l'ACPPU, Tom Booth, a déclaré que la décision du gouvernement provincial, annoncée le mois dernier, qui met fin au gel des frais de scolarité en vigueur depuis six ans, et qui permet aux universités et aux collèges de les augmenter comme bon leur semble, est de l'imprévoyance et de la mesquinerie. « Avec la déréglementation, le gouvernement prend la voie que même le gouvernement conservateur de l'Ontario a récemment refusé de prendre », a déclaré M. Booth. « Nous assistons présentement au début de l'effritement du système public postsecondaire édifié sur les principes de l'accessibilité et de la qualité. »

Maureen Shaw, présidente de la College Institute Educators' Association of B.C., a dit que, pendant les récentes consultations, son association a conseillé au gouvernement de maintenir le gel des frais de scolarité.

« Le gouvernement admet que les étudiants qu'il a consultés souhaitent le maintien du gel. Les enseignants ont fait le même message au gouvernement. Il semble que les conseils n'ont pas joué beaucoup dans la décision du gouvernement », a conclu M<sup>me</sup> Shaw.

Dans l'intervalle, les mauvaises nouvelles ont plus sur les étudiants de la Colombie-Britannique en février alors que le gouvernement a déposé son budget annonçant le gel du financement des universités et des collèges et l'élimination des bourses du gouvernement aux étudiants de première année.

« L'élimination des bourses de première année signifie que de nombreux étudiants à faible ou moyen revenu ne poursuivront jamais d'études postsecondaires », a déploré Summer McFadyen, présidente de la Fédération canadienne des étudiantes et étudiants pour la Colombie-Britannique. « Cela signifie également que les étudiants qui réussissent à entrer dans le système au-

ront des dettes d'études encore plus lourdes. »

M. Booth prédit que la décision du gouvernement Campbell de déréglementer les frais de scolarité et d'éliminer les bourses pour les étudiants de première année aura de graves répercussions économiques.

« À une époque où tous reconnaissent plus que jamais l'importance de faire des études collégiales ou universitaires, le gouvernement de la Colombie-Britannique s'apprête à fermer la porte aux étudiants et aux familles qui ne peuvent faire face aux énormes hausses qui s'annoncent », a soutenu M. Booth. « En dressant des obstacles qui empêchent des personnes de faire des études collégiales ou universitaires, le gouvernement est en train d'enterrer une fortune. La Colombie-Britannique ne peut certainement pas se permettre de laisser pourrir ce trésor. »

Il estime que le gouvernement agit avec un très grand cynisme en réduisant les impôts, ce qui profite principalement aux bien nantis et, pour compenser, en augmentant les frais de scolarité et d'autres frais d'utilisation, ce qui touche surtout les familles à faible et moyen revenu.

La déréglementation fait suite à l'adoption du projet de loi C-28, la *Public Education Flexibility and Choice Act*, qui autorise les collèges de la Colombie-Britannique à augmenter le nombre d'étudiants par classe et à obliger les professeurs à accepter plus d'étudiants.

« Le gouvernement n'est pas intéressé à améliorer la qualité de l'éducation », a conclu M. Booth. « Il dit aux étudiants qu'ils doivent endurer des classes surpeuplées, avoir moins d'encadrement de la part des professeurs et, surtout, de payer des milliers de dollars de plus en frais de scolarité. »

Depuis qu'il est au pouvoir, le gouvernement Campbell a également réduit le salaire minimum pour les jeunes et a éliminé les programmes d'emploi pour les jeunes. ■

Traduit de l'article « B.C. Deregulates Tuition Fees, Scraps First-Year Grants ».

## B.C. Deregulates Tuition Fees, Scraps First-Year Grants

CAUT is condemning the decision of the B.C. government to fully deregulate university and college tuition fees in the province.

CAUT president Tom Booth says the provincial government's announcement last month lifting a six-year freeze on tuition fees is "shortsighted and mean-spirited," and will allow universities and colleges to raise fees to whatever levels they wish.

"With deregulation, the B.C. government is going where even the Ontario Conservative government just recently refused to go," Booth said. "What we're seeing is the beginning of the unravelling of a national public post-secondary education system built on the principles of accessibility and quality."

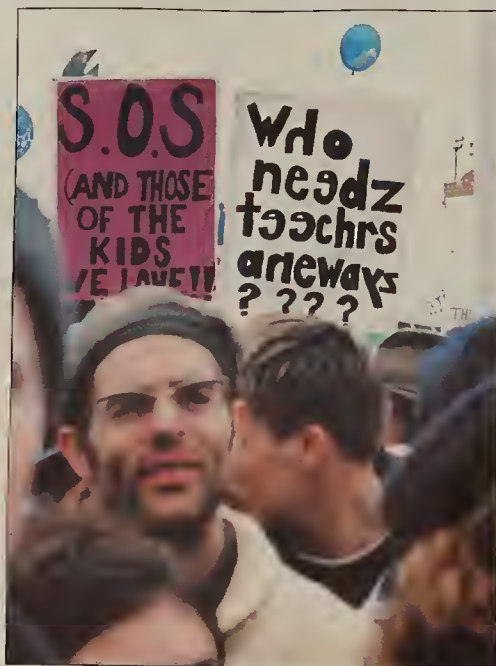
Maureen Shaw, president of the College Institute Educators' Association of B.C., said CIEA advised the government to maintain the tuition freeze during recent consultations. "The government admits the students they consulted want the freeze to stay. Educators certainly gave the government the same message. It seems that advice didn't have much to do with the government's final decision," Shaw said.

Meanwhile, students in B.C. received more bad news in February when the government tabled its provincial budget announcing that university and college funding is being frozen and government grants to first-year students are being eliminated.

"Scrapping first-year grants means that many lower- and middle-income students will never pursue a post-secondary education," said Summer McFadyen, B.C. chair of the Canadian Federation of Students. "And it means that those students who actually get into the system will be burdened with higher debt loads."

Booth predicts the Campbell government's decision to deregulate fees and eliminate first-year grants will have serious economic repercussions.

"At a time when everyone recognizes it is more important than



Campaign B.C. march & rally — Thousands of students, teachers & public sector workers protest in front of the legislature in Victoria Feb. 23.

ever for people to get a college or university education, the B.C. government is about the shut the door on students and families who can't afford the big increases that lie ahead," Booth said. "By putting up barriers that prevent any person from attaining a college or university education, the government is doing the equivalent of burying a financial fortune. B.C. surely can't afford to leave this treasure in the ground to decay."

Booth says it is "extremely cynical of this government to cut taxes which have primarily benefited the wealthy and to underwrite that by raising tuition and other user fees that will hurt lower- and middle-income families."

The decision to deregulate tuition fees follows the passage of Bill C-28, the *Public Education Flexibility and Choice Act*, which gives colleges in B.C. the right to increase class sizes and to require faculty to take on more students.

"This government is not interested in improving the quality of education," Booth said. "It's telling students they have to sit in larger classes, have less contact with teachers, and on top of that pay thousands of dollars more in fees."

Since taking office, the Campbell government has also reduced the minimum wage for young people and eliminated youth employment programs. ■





## Terre-Neuve et Labrador : sous-financement des universités et collèges

SELON un cadre supérieur de l'Université Memorial, à Terre-Neuve, les universités et les collèges canadiens situés dans les régions perdent du terrain par rapport aux autres établissements d'enseignement à cause de la manière dont le fédéral répartit les crédits à la recherche.

Comparaisant aux audiences publiques sur l'avenir de l'enseignement post-secondaire organisées par l'ACPPU à St. John's le mois dernier, Chris Loomis, vice-recteur à la recherche et aux relations internationales à l'Université Memorial, a déclaré que les mesures récentes du gouvernement fédéral pour accroître le financement de la recherche ont eu comme conséquence d'accorder davantage et d'une manière disproportionnée aux plus grosses provinces et à leurs universités les plus importantes les fonds destinés à la recherche.

M. Loomis a soutenu que les divers programmes de partenariat mis en œuvre par le gouvernement fédéral, notamment la Fondation canadienne pour l'innovation qui exige une participation à 60 p. 100 du secteur privé ou d'autres sources locales pour tous les programmes, attirent davantage de projets de recherche dans les régions où les subventions de contrepartie sont plus facilement disponibles.

« Au contraire de bien d'autres provinces profitant de programmes de contrepartie de la FCI stables et réservés à la recherche, les chercheurs de Terre-Neuve et du Labrador doivent souvent trouver eux-mêmes la contrepartie de 60 p. 100 au complet, un défi décourageant dans une région aux prises avec des restrictions budgétaires considérables et possédant peu de partenaires industriels », a précisé M. Loomis.

Il a ajouté que l'attribution des chaires de recherche du Canada a empiré la disparité en matière de financement de la recherche.

« La décision d'utiliser une formule pour l'attribution des chaires a déterminé à l'avance leur répartition et ce résultat était prévisible. Tandis que l'Université Memorial a eu droit à 22 chaires étalées sur cinq ans, l'Université de Toronto, par exemple, a obtenu plus de 270 chaires », a-t-il conclu.

### Le renouvellement du corps professoral

Pendant les audiences de St. John's, présidées par Philip Warren, ancien ministre provincial de l'éducation et actuel président du conseil consultatif sur le développement social du premier ministre, l'assistance a pu entendre des témoignages sur le renouvellement de l'effectif, l'un des plus difficiles défis de la province.

William Schipper, président de la Memorial University of Newfoundland Faculty Association, a déclaré que le quart des postes de professeur à temps plein à l'université a disparu depuis les dix dernières années.

« Pour les disciplines d'une importance publique capitale, l'université peut à peine offrir la formation nécessaire », a poursuivi M. Schipper. « À titre d'exemple, dans une province où la contamination de l'eau potable pose de difficiles problèmes, la formation en épidémiologie dépend maintenant d'un seul professeur, à la retraite, qui continue d'enseigner, un cours à la fois. »

Il a ajouté que, au cours des dix prochaines années, presque la moitié du corps professoral actuel de l'Université Memorial prendra sa retraite.

« Il n'est pas facile d'attirer de nouveaux professeurs à l'Université Memorial. Les salaires des professeurs ont augmenté d'environ 22 p. 100 avec le contrat actuel mais les postes ne sont pas plus attirants malgré les hausses salariales des professeurs permanents », a-t-il déclaré. « Les salaires moyens sont toujours sous les moyennes nationales pour les rangs équivalents et les grandes universités des provinces continentales devront aussi renouveler leurs effectifs. Dans un tel marché, l'Université Memorial ne peut rivaliser facilement. »

À l'instar d'autres universités, Memorial dépend énormément des universitaires contractuels et à temps partiel pour palier la pénurie de professeurs à temps plein.

Michael Long, chargé de cours à Memorial, a dit que les contractuels touchaient des salaires étonnamment modestes en dépit d'une lourde charge de travail.

« Je donne, en moyenne, trois cours d'introduction à la littérature anglaise, chacun étant suivi par 42 étudiants environ. Chaque étudiant rédigera quatre dissertations pendant la session et fera un examen final. Après un calcul rapide, pendant deux semestres, je lis, révise, corrige, commente et évalue cinq mille quarante pages de textes écrits par des étudiants », a signalé M. Long.

### Les frais de scolarité

Des groupes d'étudiants ont également pris part aux audiences et ont fait état des problèmes auxquels ils sont confrontés dans la foulée des hausses de frais de scolarité.

Liam Walsh, président de la Fédération canadienne des étudiantes et étudiants (Terre-Neuve et Labrador) a déclaré que les dettes d'études avaient augmenté radicalement dans la province au cours des dernières années.

« À l'obtention du baccalauréat, après quatre années d'études en moyenne, l'étudiant est endetté d'environ 26 000 \$, une augmentation par rapport à 8 000 \$ en 1994 », a déclaré M. Walsh. « Notre taux d'endettement est l'un des plus élevés au pays, ce qui n'est pas surprenant étant donné que le revenu familial est si faible ici. »

Il a ajouté que des programmes récents du gouvernement fédéral,

Voir ST. JOHN'S à la page A12 E38

## Newfoundland, Labrador Left Behind in Research Funding

REGIONAL universities and colleges in Canada are losing ground to other institutions because of the way federal research money is being divided across the country, a senior administrator at Memorial University of Newfoundland is charging.

Appearing before a public hearing on the future of post-secondary education organized by CAUT in St. John's last month, Chris Loomis, vice-president of research and international relations at Memorial University, said recent federal initiatives to boost research funding have led to an "increasing and disproportionate allocation of research funding to the larger provinces and the larger universities within those provinces."

Loomis claims various "partnering" programs introduced by Ottawa, such as the Canada Foundation for Innovation which requires a 60 per cent match for all programs from the private sector or other local sources, have driven more research into regions of the country where matching funding is most readily available.

"Unlike many other provinces with dedicated and stable CFI matching programs, researchers in Newfoundland and Labrador are often required to find the entire 60 per cent match — a daunting challenge in a region with major fiscal restraints and few industrial partners," Loomis said.

And the disparity in research funding, he added, is made worse by the allocation of the Canada Research Chairs.

"The decision to use a formula for allocation predetermined their distribution with a predictable outcome," he said. "Whereas Memorial received 22 chairs over five years, the University of Toronto, for example, received more than 270 chairs."

### Faculty Renewal

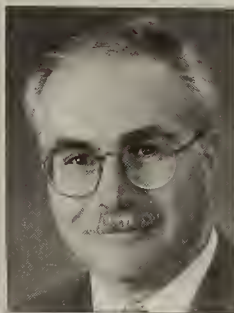
The hearings in St. John's, chaired by Philip Warren, former provincial education minister and current chair of the Premier's Advisory Council on Social Development, also heard the challenge of faculty renewal is one of the most difficult ones facing the province.

William Schipper, president of Memorial University of Newfoundland Faculty Association, said one-quarter of the full-time faculty positions have disappeared at the university over the past 10 years.

"In subjects of vital public importance, the university is only barely able to deliver appropriate instruction," Schipper said. "To give just one example, in a province which faces difficult problems with contamination of drinking water, instruction in epidemiology now depends on one retired faculty member who is continuing to teach on a course by course basis."

In the next 10 years, he added, almost half of the current faculty complement at Memorial will retire.

"Attracting new faculty to Memorial is not easy. Faculty salaries increased by about 22 per cent



Above — Chris Loomis (top) & William Schipper.

with the current contract, but the salary increases for tenured faculty have not made positions at Memorial any more attractive," he said. "The averages are still below the national averages for equivalent ranks and major universities in the mainland provinces are also facing the need for replacing much of their faculty complement. Memorial cannot easily compete in such a market."

Like other universities, Memorial has increasingly relied upon contract and part-time academic staff to make up for the shortfall in full-time faculty members.

Michael Long, a lecturer at Memorial, said contract staff are paid surprisingly little and are given heavy workloads.

"On average, I will teach three classes of introductory English literature with approximately 42 students in each class, every one of whom will write four essays for me over the term and then a final exam. A quick calculation tells me that over the course of two semesters I will read, edit, correct, comment on, and grade five thousand and forty pages of student writing," Long reported.

### Tuition Fees

Student groups also took part in the hearings, and highlighted the problems they face in the wake of rising tuition fees.

Liam Walsh, president of the Canadian Federation of Students (Newfoundland and Labrador) says student debt loads in his province have risen dramatically in recent years.

"The average four-year undergraduate degree in this province now gives a student an average debt load of \$26,000. That's up from

about \$8,000 in 1994," Walsh said. "We've got one of the highest debt loads in the country and that isn't a surprise when you consider that family incomes are so low here."

Recent federal programs, he added, such as the Millennium Scholarships, have done little to help students in the province.

"The big problem with the Millennium Scholarship Fund is that it's based on population, and not based on need when it's allocated to the provinces," he said. "In this province, we have double the need of Nova Scotia but only get half the money."

Ally Ayoub of Memorial's International Student's Centre argued for the need to provide more services to international students.

"International students make a valuable contribution to Memorial, yet we feel our contribution isn't often recognized," Ayoub said. "We pay more fees and yet when we arrive at Memorial we find there are few services and little support offered to international students."

"We pay taxes here and contribute to the local economy but we are still charged very high fees. We feel we are being treated as cash cows and it's not fair."

Several politicians also made presentations to the hearings in St. John's.

Loyola Hearn, Conservative MP for the federal riding of St. John's West, called on Ottawa to take a lead role in fixing the problems in Canada's post-secondary education system.

"Canadians have a fundamental right to post-secondary education and because of the profound national impact of post-secondary education, the federal government should take the lead in developing a pan-Canadian, post-secondary education system that benefits all Canadians," said Hearn.

"One of the measures the government of Canada should consider is preparing a post-secondary education act, similar to the Canada Health Act, that enunciates principles that can be applied to post-secondary institutions, the provinces, and to the federal government itself."

Jack Harris, the leader of Newfoundland and Labrador's New Democratic Party, warned that high student debt loads are driving educated young people out of the province.

"The province that can least afford to lose educated people is losing them to the richer provinces," Harris said. "They've got so much debt at the end of the day they can't stay here because they have to go where they can make the biggest dollars."

Elaine Price, president of the Newfoundland and Labrador Federation of Labour, suggested that providing greater access to post-secondary education would help the province overcome some of the challenges it faces.

"Our workforce is aging. Our overall population is declining.

See ST. JOHN'S Page A8 E38



# La rareté de fonds décime le Canada Atlantique

**L**e nouveau recteur de l'Université du Nouveau-Brunswick s'est dit frustré du peu d'attention accordée aux universités de la région de l'Atlantique par Ottawa et les provinces les plus riches du pays.

Le mois dernier, à Fredericton, à la quatrième d'une série d'audiences pancanadiennes organisées par l'ACPPU, John McLaughlin a rappelé que si le gouvernement fédéral ne renouvelait pas son engagement à l'égard de l'éducation postsecondaire, l'avenir de son établissement pourrait être compromis.

« Notre province est prise dans des dilemmes incroyables », a-t-il dit. « Le niveau de financement de l'éducation universitaire dans notre région est actuellement le plus faible au pays. Les frais de scolarité y sont remarquablement élevés et les étudiants ne peuvent tout simplement pas les payer. Nous nous débattons avec tellement de défis pour continuer d'essayer d'être une université nationale, un pion sur l'échiquier national. »

M. McLaughlin s'est déclaré inquiet de voir que si peu d'organismes insistent sur l'importance d'avoir dans toutes les régions du pays un système d'éducation de haute qualité, financée de façon égale.

« Quelques organismes, comme l'Association des universités et collèges du Canada, commencent à se morceler depuis que certaines personnes se sont mises à souscrire à la thèse de l'Université de Toronto, cette idée obscure de ce que devrait être la faculté de droit », a déclaré M. McLaughlin à l'assistance. « Je veux savoir s'il reste encore des gens voulant rapprocher tous les Canadiens et Canadiennes ayant une vision commune de ce que nous pourrions être. »

Poursuivant son intervention, il a dit ceci : « En réfléchissant à notre grande solitude, je me suis mis à penser que l'ACPPU pourrait être un des porte-parole les plus influents et les plus puissants que nous pourrions avoir en tant que communauté. »

« On peut rejeter sur le gouvernement fédéral une grande partie de la responsabilité des maux que hantent des établissements comme l'Université du Nouveau-Brunswick et l'Université St. Thomas », a-t-il continué.

« Depuis les quatre ou cinq dernières années, on entend régulièrement Paul Martin, ministre fédéral des Finances, et d'autres intermédiaires, répéter que pour être productif le Canada doit aligner sa politique d'investissement sur celle d'autres parties du monde comme l'Europe de l'Ouest, les pays nordiques et les États-Unis. Une logique qu'ils appliquent au pays globalement, sans tenir compte des régions. En fait, le programme préconisé par M. Martin et consorts va à l'encontre de l'optique qui devrait nous inclure dans ce plan national », a affirmé M. McLaughlin.

Gregory Kealey, vice-recteur à la recherche à l'Université du Nouveau-Brunswick, partage son avis et souligne que les nouveaux fonds débloquent par le fédéral pour la recherche ne sont pas également répartis sur tout le territoire.



9 février — Moira McLaughlin, chargée de cours à l'Université St. Thomas, prend la parole à un débat aux audiences tenues à Fredericton.

« En effet, a-t-il précisé, si l'argent consacré à la recherche et à l'innovation a considérablement augmenté, il semble être octroyé principalement à des établissements comme McGill, l'Université de Montréal, l'Université de Toronto, l'Université de la Colombie-Britannique et l'Université de l'Alberta. »

Les établissements du Canada Atlantique, quant à eux, se démentent non seulement contre ces inéquités dans le financement de la recherche, mais affrontent aussi la « grave situation » qu'entraîne le sous-financement des étudiants des deuxième et troisième cycles, a expliqué Gwen Davies, doyenne des études supérieures à l'Université du Nouveau-Brunswick.

« À l'encontre du Québec, de l'Ontario, de l'Alberta et de la Colombie-Britannique, nous n'avons ni programme provincial ni programme régional de bourses pour ces étudiants. Nous n'avons aucune arme pour soutenir la concurrence avec quelque chose comme les bourses pour étudiants des deuxième et troisième cycles de l'Ontario. Donc, nous sommes en train de perdre cette catégorie d'étudiants au profit d'autres régions du pays », a dit M<sup>me</sup> Davies qui a ajouté que les problèmes confrontant les établissements de la région de l'Atlantique qui essaient d'attirer et de garder des étudiants des deuxième et troisième cycles contribuent davantage à affaiblir leur position dans la course pour engager de nouveaux professeurs.

« À une époque où le Canada sera devant une pénurie de professeurs d'université, on décourage les étudiantes et les étudiants de notre région de poursuivre des études supérieures, puisqu'ils ne peuvent tout bonnement pas rembourser les dettes massives qui accompagnent une telle entreprise », a précisé M<sup>me</sup> Davies.

De son côté, M<sup>me</sup> Suzanne Prior, vice-présidente de l'association des professeurs syndiqués de l'Université St. Thomas, a également souligné les obstacles consi-

derables qui se dressent devant les établissements du Nouveau-Brunswick en matière de recrutement de professeurs.

« Pour engager et retenir des professeurs, il nous faut leur offrir des salaires concurrentiels de même qu'un milieu de travail favorisant l'enseignement et la recherche. » « Ici, le taux d'encadrement des étudiants et les effectifs des classes ne cessant de progresser, on a confié un nombre croissant de classes à des instructeurs à temps partiel exagérément sous-remunérés. »

M<sup>me</sup> Prior a par ailleurs fait remarquer que la hausse des frais de scolarité et des dettes contractées par les étudiants va contribuer davantage à réduire la marge de manœuvre des universités comme la sienne pour engager les nouveaux professeurs dont elles ont besoin.

« Les diplômés du troisième cycle sont de plus en plus endettés. Or, ce sont eux qui seront appelés à être les professeurs de demain. Pour payer leurs dettes, ils seront obligés d'accepter des postes aux universités proposant les salaires les plus alléchants », a soutenu M<sup>me</sup> Prior.

Esam Hussein, président de l'association des professeurs de l'Université du Nouveau-Brunswick, a lui aussi exprimé ses inquiétudes au sujet de la question de l'engagement et du maintien de l'effectif. Selon lui, en l'absence d'une infrastructure d'appui à l'enseignement et à la recherche, les universités seront dans l'impossibilité d'intéresser de nouveaux professeurs.

« Notre infrastructure, a-t-il confié, se trouve dans un état si pitoyable qu'il se révèle très difficile de prendre en charge les fonds supplémentaires consentis par le gouvernement fédéral pour la recherche. Le matériel d'un de mes collègues, acheté à l'aide d'une subvention de la Fondation canadienne pour l'innovation, gisait dans le stationnement de l'université par manque de place. »

Desmond Morley, directeur général de la Fédération des associations de professeurs et professeurs du Nouveau-Brunswick, soutient que ces derniers doivent aussi faire face à l'état lamentable des installations de recherche, notamment les bibliothèques.

« Celles-ci laissent terriblement à désirer. Si l'on veut attirer des chercheurs ou les retenir, on ne peut pas les envoyer dans des bibliothèques dont les rayons ne comportent que des livres de James Bond, parce que c'est tout ce qu'on peut se permettre », a commenté M. Morley qui a aussi fait observer que le budget d'acquisition de son université a augmenté de 13 p. 100 au cours des 12 dernières années, alors que pendant la même période, le coût des périodiques a progressé de 142 p. 100.

« En 1990-1991, la bibliothèque a acheté 12 000 livres; l'année dernière, elle s'en est procurée 6 000 », a-t-il rapporté.

Lors des audiences tenues à Fredericton, on s'est aussi penché sur la situation difficile que connaît le personnel universitaire à temps partiel et à contrat.

Moira McLaughlin, chargée de cours à l'Université St. Thomas, a indiqué qu'à son établissement, on fait un tel usage de cette catégorie d'employés qu'au cours de chacune des cinq dernières années leur nombre était ou égal ou supérieur à celui des professeurs à plein temps.

Elle a déclaré qu'en dépit du rôle crucial qu'ils jouent dans l'enseignement, les compensations et les avantages qu'on leur accorde restent dérisoires. « Ils ne bénéficient d'aucune couverture médicale, et seuls les professeurs établis à temps partiel participent au régime de retraite. La disposition des espaces de bureau ne permet pas d'avoir d'entretiens privés avec les étudiants. En plus, les fonds de recherche ne sont pas accessibles. »

À ses yeux, ce sont les étudiants qui souffrent le plus de ce recours incessant aux instructeurs à temps partiel et à contrat. « Si les universités continuent à exploiter les membres de leur corps professoral en n'engageant pas les professeurs à temps plein dont ils ont besoin et en vidant l'apport du personnel à temps partiel de son contenu professionnel, les étudiants en seront encore les principales victimes. Ils ne recevront pas l'intégralité de l'éducation qu'ils ont payée si cher. »

Patricia Ann Post, chargée de cours à l'Université du Nouveau-Brunswick, a aussi fait remarquer que les instructeurs à temps partiel ont souvent le sentiment d'être isolés de la communauté universitaire et que leur travail est peu reconnu.

« Dernièrement, on m'a révélé que j'avais obtenu deux fois de suite un prix pour l'enseignement, mais comme je travaille à temps partiel, il a été attribué au deuxième finaliste. Il n'est pas aisé d'être professionnel lorsque l'on n'est pas reconnu par ses collègues », a dit M<sup>me</sup> Post.

D'après elle, l'insécurité d'emploi restreint la capacité des professeurs à temps partiel de jouir de leur liberté universitaire.

« Notre situation à l'université est précaire. Nous n'utilisons ni à la légère ni très souvent le terme de liberté universitaire, car, sans préavis et en un clin d'oeil, on peut se voir rayer du milieu », a-t-elle confié.

Les représentantes et les représentants des étudiants ont eux aussi exprimé leurs inquiétudes au sujet de la situation qui prévaut dans l'enseignement postsecondaire au Canada. Ils ont répété que les frais de scolarité montent de façon effrayante, alors que la qualité de l'éducation se détériore.

« Chaque automne, les étudiants paient davantage et ils ont le sentiment d'obtenir moins pour leur argent », a dit Kate Whitfield, vice-présidente de l'association des étudiantes et des étudiants de l'Université du Nouveau-Brunswick.

Theresa Sabourin, de la Fédération canadienne des étudiantes et étudiants, a affirmé que les gouvernements ne prennent pas les bonnes décisions en tentant d'augmenter les prêts accordés aux étudiants afin de les aider à assumer des frais de scolarité en perpétuelle croissance.

« Leurs stratégies ne tiennent pas. Le Canada est l'un des deux pays au monde n'ayant toujours pas de système national de bourses axées sur les besoins. Ses étudiants courent sous le poids de dettes attribuables à des frais de scolarité exorbitants. Son système d'aide financière sous forme de prêts aux étudiants n'a pas atteint l'objectif visé : garantir l'accès à l'éducation à tous », a indiqué M<sup>me</sup> Sabourin.

Tristis Ward, directeur de la station de radio CHSR-FM à l'Université du Nouveau-Brunswick et à St. Thomas, convient que ce système est inefficace. « Les étudiants qui viennent à ma station me racontent des histoires d'horreur sur leurs prêts et leurs dettes. Ils sont complètement à la merci des banques. Notre système d'éducation ne devrait pas nous entraîner dans des dettes. Et pourtant, c'est le cas des étudiants au revenu faible ou moyen. »

Allan Sharp, doyen de la faculté des sciences à l'Université du Nouveau-Brunswick, a présidé les audiences tenues à Fredericton. En clôturant les activités de la journée, il a exprimé en ces termes son point de vue sur l'importance que revêt l'éducation postsecondaire :

« Je suis moi-même issu d'une famille très modeste. Deux choses militaient en ma faveur : je voulais avoir une très bonne éducation et j'avais la chance d'y avoir accès. Aujourd'hui, le niveau de revenus de ma famille est, d'après ce que je comprends, parmi les plus élevés. Et ceci, grâce à un excellent programme social qui a mené un enfant de la classe ouvrière à la catégorie de revenus le plus élevé. Si notre pays ne s'arrange pas pour que cette histoire se répète à l'infini, il aura raté le train, comme on dit. »

Traduit de l'article « Incoming President Says UNB Faces Uncertain Future ».



# Incoming President Says UNB Faces Uncertain Future

THE newly nominated president of the University of New Brunswick says he is frustrated by the way universities in the Atlantic region are being ignored by Ottawa and the richer provinces.

Speaking in Fredericton last month at the fourth in a series of cross-country hearings organized by CAUT, John McLaughlin warned that without a renewed federal commitment to post-secondary education his institution faces an uncertain future.

"In this province, the dilemmas are unbelievable," McLaughlin said. "We now have the lowest level of funding in the country for university education. We're in a region that has very high tuition rates and at the same time the ability to pay simply isn't there. We're struggling with so many challenges to continue to try to be a national university and be a part of the national scene."

McLaughlin says he is worried there are so few organizations defending the value of a post-secondary education system that is equally funded and of the highest quality in all regions of the country.

"Some organizations, like the Association of Universities and Colleges of Canada frankly, are beginning to divide up as some folks begin to buy into this University of Toronto model, this obscene idea about what law school should be like," McLaughlin told the hearings. "I want to know who's left out there who wants to bring together all of us Canadians who have a shared sense of what we could be."

McLaughlin added, "Looking out at a pretty lonely landscape these days, I think that CAUT could be one of the most effective and strongest voices we could have as a community."

Much of the blame for the woes currently faced by institutions like UNB and St. Thomas University, McLaughlin says, can be placed squarely on the federal government.

"In the last four or five years we've had this bizarre situation develop where (federal Finance Minister) Paul Martin and others have said that if Canada is to be produc-

tive then we've got to look to other countries like Western Europe, the Nordic countries and the United States and we've got to make the kind of investment they've been making. But they only bring that logic down to Canada as a whole. They don't talk about the regions within Canada. In fact, the programs that Martin and others have been supporting have been counterproductive to the kind of vision that we could be part of in this national agenda," McLaughlin said.

Gregory Kealey, vice-president of research at UNB, agreed, noting that new federal research funding is not being allocated equally across the country.

"In effect, although there's a lot more research money on the table and a commitment to innovation, it seems to be a commitment to research and innovation that is largely for the McGills, the Universit  de Montr al, the Torontos, the UBCs, and the University of Alberta of this country," Kealey said.

As well as struggling with the inequities in research funding, institutions in Atlantic Canada also face a "grave situation" in funding graduate students, says Gwen Davies, UNB's dean of graduate studies.

"Unlike Quebec, Ontario, Alberta and British Columbia, we have no provincial or regional scholarships for graduate students. We have absolutely nothing to compete with something like the Ontario graduate scholarship. It means that we are losing our graduate students in the region to other parts of Canada," Davies said.

She added the trouble faced in keeping and attracting graduate students is making it even more difficult for institutions in the Atlantic region to compete with other institutions in the country for new faculty members.

"At a time when there is going to be a crisis in the universities in Canada in terms of trying to fill faculty positions, students in this region are discouraged from going to graduate school because they just cannot face the massive debt

that is implied by continuing beyond the bachelor's level," Davies explained.

Suzanne Prior, vice-president of the Faculty Association of the University of Saint Thomas, also warned that institutions in New Brunswick are facing considerable challenges in recruiting new faculty members.

"To recruit and retain faculty, our universities not only need to pay competitive salaries, they also need to provide a work environment that is supportive of teaching and research," Prior said. "At St. Thomas we've seen a growing student-to-faculty ratio, larger and larger classes, and more and more of our classes are being taught by part-time instructors who are grossly underpaid."

She also noted that higher tuition fees and rising student debt loads are going to make it even more difficult for universities like St. Thomas to hire the new faculty that are needed.

"We're seeing more and more people graduating with PhDs who are in debt. And these are the potential future professors of our universities. These future faculty members will take job offers from the universities who can pay them the highest salaries to help offset their debt," Prior said.

Esam Hussein, president of the Association of University of New Brunswick Teachers, also expressed concerns about faculty recruitment and retention, and said universities cannot attract new faculty members without providing the infrastructure to support teaching and research.

"Our infrastructure is in very bad shape," Hussein said, "to the point that some of the additional research funding coming from the federal government is very difficult to accommodate. One of my colleagues had his equipment (funded by the Canada Foundation for Innovation) sitting in the parking lot because there was no room for it."

Desmond Morley, executive director of the Federation of New Brunswick Faculty Associations, says faculty in the province must also



Above — John McLaughlin (top) & Allan Sharp.

struggle with the poor state of research facilities, including libraries.

"Our libraries are in appalling bad condition. If you want to attract researchers or retain researchers you cannot send them into a library where the only things on the shelves are James Bond books because that's the only thing you can afford to pay for," Morley said.

He noted the acquisitions budget at UNB increased 13 per cent over the past 12 years, but over a similar period the cost of serial publications rose by 142 per cent.

"The number of books purchased by the library in 1990-1991 was 12,000. Last year, it was 6,000," he reported.

The difficult situation faced by part-time and contract academic staff was also highlighted during the hearings in Fredericton.

Moir  McLaughlin, a lecturer at St. Thomas University, says the use of part-time faculty has grown dramatically at her institution to the point that in each of the past five years the number of contract staff has equalled or surpassed that of full-time faculty.

She says despite playing such a central role in teaching contract academic staff receive poor compensation and few benefits. "Part-time faculty have no health benefits and only established part-time faculty are in the pension plan. Office space is a problem with privacy for students difficult to maintain. There is no access to research funds."

She says the students suffer most from the increasing reliance on part-time and contract instructors. "As universities continue to exploit their faculty by not maintaining a full-time faculty complement and de-professionalizing the part-time contribution, it will be the students who will be hurt. They will not receive the full education for which they paid so dearly."

Patricia Ann Post, a lecturer at UNB, also noted that part-time instructors often feel isolated from the academic community and receive little recognition for their work.

"It was recently revealed to me that I was the recipient of the faculty teaching award two years running, but because I was a part-timer it went to the runner-up. It's hard to be a professional at times when we're not recognized by colleagues," Post said.

She claims that employment insecurity compromises the ability of part-time teachers to exercise their academic freedom.

"Our position at this university is a precarious and insecure one. We don't use the term academic freedom lightly or very often, because without prior warning we are often given freedom from academe at the drop of a decimal," she said.

Student representatives also expressed concern about the state of post-secondary education in Canada, noting that tuition fees have been rising dramatically at the same time as the quality of education has been compromised.

"Students pay more each fall and feel they're getting less," said Kate Whitfield, vice-president of the University of New Brunswick Students Association.

Theresa Sabourin of the Canadian Federation of Students stated that attempts by governments to provide more loans to students in an effort to help pay for higher fees is the wrong way to deal with the problem.

"Government strategies for dealing with soaring student debt have been deeply flawed. Canada remains one of two nations in the world without a national system of needs-based grants, yet saddles its students with some of the highest fees. A loans-based approach to student financial assistance has proved to be a failure at guaranteeing access," Sabourin said.

Tristis Ward, station manager of CHSR-FM at UNB and St. Thomas, agreed that the student loan system is not working. "Students who come through my radio station now tell me horror stories about their student loans and their debt loads. They are at the complete mercy of the banks. Our education system should not be a debt-driven enterprise, but it is just that for lower- to middle-income people."

Allan Sharp, dean of science at UNB, chaired the hearings in Fredericton and concluded the day's events by offering his personal views about the value of post-secondary education.

"I came from a family with very modest means. As a result of the fact that I had both the access to and the interest in a very good quality education, my family is now in what I believe would be the highest income levels. That sounds like a hell of a social program to me, that you could take a kid from a working class background and put them into the highest income classes. Our country is missing the boat if we don't do that over and over and over again," Sharp said. ■



From left — Esam Hussein, Suzanne Prior & Neil MacGill, retired professor of the department of philosophy at UNB.



## Modifications de l'impôt fédéral 2001

Le budget fédéral du 28 février 2000 ainsi que l'exposé économique et la mise à jour économique du 18 octobre 2000 ont entraîné un train de mesures, notamment :

- la réduction des taux d'imposition des particuliers et des sociétés
- l'élimination de la surtaxe de 5 p. 100 pour la réduction du déficit
- la réduction de moitié du taux d'inclusion des gains en capital
- la hausse de la portion du revenu exonéré d'impôt provenant d'une bourse d'études, d'une bourse de perfectionnement et d'une bourse d'entretien à 3 000 \$ par année

Le projet de loi C-22 visant à mettre en vigueur ces mesures a été adopté le 14 juin 2001.

Le 10 décembre 2001, le ministre des Finances a déposé un budget comportant de nouvelles politiques et de nouveaux programmes qui modifiaient très peu le régime de l'impôt. La plupart de ces mesures avaient pour but de rendre permanentes celles annoncées dans le budget précédent.

Ces mesures et d'autres modifications figurent dans le *Guide de l'impôt 2001 de l'ACPPU* que vous pouvez vous procurer en ligne à [www.caut.ca/francais/publications/impot/default.asp](http://www.caut.ca/francais/publications/impot/default.asp).

Le guide de 2001 de l'ACPPU a été révisé par Gene Rheume, associé principal du cabinet de comptables agréés Rheume Williams Kalbfleisch d'Ottawa. Bien que l'ACPPU ne puisse payer les consultations fiscales ou les conseils fiscaux d'ordre particulier, les membres peuvent s'adresser à M. Rheume pour ces questions, au 613-236-4500, et profiter des tarifs que l'ACPPU a négociés.

Traduit de l'article « Federal Income Tax Changes 2001/2002 ».

## Local Hearings in St. John's

From PAGE A5

Many of our educated and highly skilled people are leaving to find meaningful employment in other provinces and abroad," Price said.

"To complicate matters even more, our remaining workforce is less educated relative to our competitors. Public education and training surely has a key role to play in our social and economic development."

"Someone said earlier that postsecondary education in this province and in this country is at the crossroads," Warren said during his closing remarks. "I think we've heard ample evidence of that today. We do have a serious situation and we need to keep the dialogue going so that we can find some real solutions."

CAUT's hearings on post-secondary education will continue until April with events scheduled in Sudbury, Toronto, Winnipeg, Vancouver, Kingston, Regina and Windsor.

## Supreme Court Legalizes Secondary Picketing

In late January the Supreme Court of Canada ruled that secondary picketing is legal. Having concluded "there is no principled ground on which to ban secondary picketing" striking workers now have the right to set up picket lines at locations other than the premises of their employer.

The 9-0 ruling emphasized that all picketing involves freedom of expression, a fundamental value enshrined in Canada's Charter of Rights and Freedoms.

"We find no persuasive reason to deprive unions members of an expressive right at common law that is available to all members of the public," stated the court. "Labour speech ... is fundamental not only to the identity and self-worth of individual workers and the strength of their collective effort, but also to the functioning of a democratic society."

The case stemmed from a bitter labour dispute in 1997 between Saskatchewan-based Pepsi-Cola Canada Ltd. and the Retail, Wholesale and Department Store Union (RWDSU), Local 558. As the strike entered its second week, the conflict escalated and union members moved to picket locations other than Pepsi-Cola's premises, mostly retail outlets stocking Pepsi products.

The union appealed and lost an injunction issued May 23, 1997 prohibiting it from "congregating or picketing at any location other than (Pepsi-Cola's) premises."

The Supreme Court decision, overturning 40 years of common law practice, was met with enthusiasm by labour activists across the country.

Maureen Shaw, president of the National Union of CAUT, predicts the ruling could have a significant effect on university or college labour disputes.

"Certainly this ruling could give faculty unions another weapon when forced to strike," said Shaw. "Any business with significant economic ties to a university or college could be subject to secondary picketing."

Shaw cites the example of an adjacent university construction site. "Faculty might block access to the site or stop deliveries from getting through. Unionized construction workers would be unlikely to cross the picket line. In the end, it's just one more way of applying pressure to meet faculty demands."

The 25-page Supreme Court ruling *RWDSU Local 558 v. Pepsi-Cola Canada Beverages (West) Ltd.* is available at [www.lexum.umontreal.ca/ccsccc/en/tee/html/pepsi.en.html](http://www.lexum.umontreal.ca/ccsccc/en/tee/html/pepsi.en.html).

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## Waterloo Professor Wins Disability Case

Arbitrator finds evidence of discrimination & orders university to pay full compensation.

RETIRED University of Waterloo professor has won a significant victory in an arbitration ruling that the university discriminated against him on the basis of disability.

Professor Sydney Davison, a longtime member of the department of applied mathematics, exercised his right to extended employment for one year beyond his normal retirement at age 65. Disabled since 1989, Davison's compensation consisted of a 60-40 ratio of benefits and salary. But during his one-year extension both the university and the disability insurer refused to pay the benefit portion.

Under the memorandum of agreement between Waterloo and its faculty association, a faculty member "has the right to postpone his/her retirement date to the beginning of the contract year following or coincident with her/his 65th birthday." The agreement's nondiscriminating clause requires that "there shall be no discrimination ... in respect to ... benefit ... salary ... or any other terms or conditions of employment by reason of age (except for retirement) ... ill health or disability ..."

In addition, the university had committed itself to nondiscrimination in its policy on equality in em-

ployment. Nonetheless, the university agreed to a disability insurance contract that ended benefits at age 65. In Davison's case, the university refused to pay anything more than the 40 per cent it had provided in the past.

Davison argued termination of the 60 per cent benefit component deprived him of his right to postpone retirement for a further year. He claimed the university was engaged in age discrimination through its failure to provide benefits past age 65, and in disability discrimination by refusing to ensure full compensation in the post-65 extension of employment.

Arbitrator Gregory Brandt compared the university's treatment of Davison to that of other faculty members who elected to postpone retirement and found the university provided different levels of compensation for work because of disability.

Brandt said the inequity amounted to "prohibited discrimination" contrary to the agreement and university policies, and ordered the university to compensate Davison for losses suffered as a result of its failure to ensure full compensation in the further year of employment.



# Letters - Courrier

## La FQPPU s'inquiète des deux lois de la C.-B.

Le Comité exécutif de la Fédération québécoise des professeurs et professeurs d'université (FQPPU) a été saisi du contenu des lois spéciales 27 et 28 touchant le personnel enseignant de la Colombie-Britannique. Nous sommes très inquiets des incidences néfastes de ces deux lois sur la sauvegarde des services publics de votre province.

Notre lecture de ces lois nous permet de constater que non seulement les procédures et traditions de négociations publiques sur une base démocratiquement établie sont remises en question, mais aussi que ces lois mettent en péril la qualité des services éducatifs en général et en particulier ceux du niveau collégial.

Mettre en danger la sécurité d'emploi et les droits des personnels enseignants constitue une attaque directe à la qualité de l'enseignement public. Cela envoie des signaux négatifs à tous les enseignants du Canada et met en péril les services publics de la Colombie-Britannique. Ce n'est pas en déchirant les contrats collectifs conclus de bonne foi pour se donner une marge de manœuvre qui frise l'arbitraire que le réseau de l'éducation en général et de l'enseignement postsecondaire en particulier pourront poursuivre leur développement. La qualité de formation de nos étudiantes et étudiants, des citoyennes et des citoyens sont en grave danger.

La FQPPU travaille pour la préservation de services publics accessibles et de qualité pour les citoyens et citoyennes et nous sommes fortement interpellés par les derniers développements dans votre province. C'est au nom des 8 000 professeures et professeurs des universités québécoises que nous représentons que nous nous adressons à vous.

Monsieur le Premier Ministre, le réseau de l'éducation publique de votre province s'est développé en grande partie grâce au respect des conventions collectives négociées de bonne foi entre les enseignants et les administrations des institutions. Les lois 27 et 28, si elles s'appliquaient en partie ou en tout, détruiraient totalement ces acquis. C'est pourquoi nous vous invitons à retirer ces deux lois et à revoir vos positions afin de préserver la confiance dans la qualité de l'éducation et dans les processus démocratiques de votre province.

ARPI HAMALIAN

Présidente

Fédération québécoise des professeures et professeurs d'université

## FNBA Decries Introduction of Bill 28

By now, you will have been inundated with letters describing the introduction of Bill 28. I will not, therefore, waste the valuable time of either of us by saying the same old things in a new way.

Instead, I wish to endorse and perhaps add to the comments of my colleague James L. Turk, executive director of CAUT, in his fax to you on this subject on Jan. 30. The following passage in Jim Turk's correspondence is, I feel, particularly worthy of a second look:

"... Bill 28, if acted upon by presidents and boards, will also cripple the ability of BC's colleges, university colleges, and institutes to attract new faculty and retain many of their existing faculty. As the baby boom generation approaches retirement age in the coming few years, there will be intense competition across Canada and North America to find faculty to replace colleagues who have retired. Institutions that disrespect negotiated contracts and allow faculty members' educational judgment to be overridden by managers will find it very difficult to compete [for replacements] in the job market."

"Greater Opportunity: New Brunswick's Prosperity Plan" is a 10-year economic plan for New Brunswick which was introduced by Premier Bernard Lord (last) month. Under the heading "Investing in People" appears the following passage: "It is predicted that in less than five years, more than 80% of all new jobs created worldwide will require at least two years of post-secondary education or training. New Brunswick has already experienced this trend. From 1992 to 1999, net employment grew by 43,300 for workers with some post-secondary education, but declined by 14,800 for those with high school or less."

The foregoing statement reflects almost exactly the findings of an in-depth study of the correlation of education level and employability, "At The Doorstep of The 21st Century," which was published in 1997 by Human Resources Development Canada, New Brunswick branch. It must be emphasized that these are worldwide statistics. They do not apply only in New Brunswick.

What your government hopes to realize through the introduction of Bill 28 is immediate cost reductions for your province's taxpayers, and this is laudable. I respectfully submit, though, that it is not in the best economic interests of any province in Canada to put itself in a position where, while four-fifths of its population experience imminent demand for higher levels of education to be employable, at the same time it is discouraging faculty from remaining there, or from coming there to work, by reneging on its collective agreements with them.

There is an old saying that a politician thinks of the next election, while a statesman thinks of the next generation. However, since the demand for at least two years' post-secondary education or training in 80% of all new jobs created worldwide is going to occur in the next five years, whether the abandonment of Bill 28 would be an act of short-term expediency or of high-minded altruism is moot. It simply needs to be done.

CLAUDE DIONNE

Président

Federation of New Brunswick Faculty Associations

# Malaspina Doubles Tuition Fees

STUDENTS at Malaspina University-College in Nanaimo, British Columbia, are the first to learn the impact of tuition deregulation. The Malaspina administration will recommend to its board that tuition next year increase 98 per cent for first- and second-year students and 32 per cent for third- and fourth-year students.

The administration is also proposing further increases of 20 per cent in each of the following two years.

Richard Johnston, Malaspina's president, and his executive colleagues argue, "Tuition is a complex

issue, and often an emotional one as well. Higher tuition may mean that some students can no longer afford an education. But without an increase, the quality of education deteriorates."

"When the Campbell government says it is putting students first, it means first in line for massive tax increases and fewer services," said Summer McFadyen, B.C. chair of the Canadian Federation of Students. "These dramatic increases, coupled with the elimination of first-year grants, will keep many students from getting further education."

Jamie Brennan, vice-president of the College Institute Educators' Association of B.C. and past-president of Malaspina University-College Faculty Association said the tuition increase follows the elimination of funding for several programs and services that helped people on income assistance pursue post-secondary education as a way of moving out of poverty.

"These increases will ensure that, as one Campbell minister stated, 'the rich get richer and the poor get poorer,'" Brennan said. ■

# Donations Sought for Legal Fund

CAUT is asking local faculty associations and members to support a historic human rights case for female academics. The case involves a group of retired female professors from the University of Toronto, including such highly renowned academics as Phyllis Grosskurth and Ursula Franklin, who launched an action against the university for monetary damages caused by systemic sex discrimination in pension benefits.

They allege the university saved hundreds of thousands of dollars by maintaining lower pay

for those women throughout their careers and into retirement. The women, who were performing the same or similar work as that of their male counterparts during their careers as faculty members, are now receiving yearly pension benefits as low as \$20,000, significantly lower than their male colleagues of similar status and years of service.

"Although the case arises from the U of T context, it will set a precedent for faculty across Canada," said CAUT president Tom Booth.

"Given the income of these retired faculty members, the litigation is not something they can financially support," Booth said. "CAUT urges our local associations and individual affiliated members to support the historic efforts of these four retired faculty members by sending a donation to their legal fund." ■

Donations should be sent to legal counsel Mary Eberts of the law firm Eberts, Symes Street & Corbett, 133 Lowther Avenue, Toronto, ON M5R 1E1. Cheques should be made payable to "Law Office of Mary Eberts, in trust."

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## PRIX DE RECONNAISSANCE PROFESSIONNELLE 3M - 2002

### Mise en candidature

La Société pour l'avancement de la pédagogie dans l'enseignement supérieur (SAPES) et 3M Canada Inc. sont heureuses d'annoncer qu'elles poursuivront le Programme de reconnaissance professionnelle et que, cette année, elles décerneront jusqu'à 10 prix.

### Le prix

- une mention d'excellence en reconnaissance de contributions exemplaires dans les domaines de l'enseignement et de l'apprentissage;
- un séjour au Château Montebello, toutes dépenses payées (3 jours).

### Admissibilité

- Est admissible toute personne qui enseigne dans une université canadienne, quels que soient sa discipline et son poste.

### Critères de sélection

- Avoir fait preuve d'excellence en enseignement depuis un certain nombre d'années particulièrement - mais non exclusivement - au niveau du premier cycle.
- Se dévouer à l'amélioration de l'enseignement universitaire dans sa propre institution, et peut-être même au-delà.

### Comment poser sa candidature

- Il faut utiliser le formulaire officiel de mise en candidature.
- On peut se procurer le formulaire au Cabinet du vice-recteur à l'enseignement ou directement à la SAPES à l'adresse et au numéro de téléphone mentionnés ci-contre.

**Date limite pour la présentation des candidatures :** le 3 mai 2002

## BOOKSHELF COIN DES LIVRES

# Anchoring Our Evolving Libraries

Our Enduring Values: Librarianship in the 21st Century

Michael Gorman. Chicago: American Library Association, 2000; 188 pp; paper \$28 us.

By KENT WEAVER

MICHAEL Gorman's book begins by posing a war – a war between the traditional library and the "virtual" library, a war fueled by massive and relatively recent technological change. He asks whether libraries will be destroyed or strengthened by technological change. "Is the Virtual Library at war with the traditional library or is it possible that what we are experiencing is not a revolution and certainly not a war?" He then provides an answer, stating that "evolution, enhancement, growth and progress" are taking place. What will help ensure that evolution prevails is a set of values or fundamental anchors that provide perspective and will inform our actions and decisions.

It is not just the technological changes Gorman cites that merit a discussion of values. Globalization is affecting the academic sector. The potential impact of the General Agreement on Trade in Services on library services is far from clear. A new century, let alone a new millennium, is a traditional time to reflect and to take stock. Although the book was published before the tragic events of Sept. 11 last year, the aftermath of that event is relevant to several of the enumerated values.

Gorman is dean of library services at the California State University at Fresno. He is the author of many articles and several books, including *The Concise AACR2, 1998 Revision*, *High Tech, High Touch: Libraries at the Crossroads* and *Our Singular Strengths: Meditations for Librarians*. It should be noted that *Our Enduring Values* addresses librarianship in general and not academic librarianship in particular.

Gorman begins with the history and philosophy of library values. Moving from the more practical/pragmatic aspects of librarianship, he discusses the impact that four people had in developing his views on the philosophy and theory of librarianship. The names are familiar: S.S. Ranganathan, Jesse Shera, Samuel Rothstein and Lee Finks.

His next two chapters review the value of libraries and library as place. In the chapter about the values of libraries, Gorman returns to the "virtual" library (a cyber-entity with electronic products and services only) and presents a bleak picture of its landscape. This includes the destruction of the traditional library (or its transformation into a homeless shelter), the pulping of print material, and the widespread unemployment of librarians.

He concludes, mercifully, that this alternative will not happen and the evolutionary library will prevail. There may, however, be a little too much straw in this construct. Even in the evolutionary library context, some consequences of the virtual cannot be easily knocked over. These concerns include a reader's attention span and the potential for plagiarism.

The eight values he believes are fundamental to librarianship in the 21st century are each given a chapter in the book:

- Stewardship – preserving the human record to ensure future generations know what we know; and caring for and nurturing of education for librarianship so that we pass on our best professional values and practices.
- Service – ensuring our policies and procedures are animated by the ethic of service to individuals and communities, society and posterity; and evaluating our policies and procedures using service as a criterion.
- Intellectual freedom – maintaining a commitment to the idea that all people in a free society should be able to read and see whatever they wish to read and see; and defending the intellectual freedom of all members of our communities.
- Rationalism – applying rationalism and the scientific method to all library procedures and programs.
- Literacy and learning – encouraging lifelong sustained reading; and making the library a focus of literacy teaching.

- Equity of access to recorded knowledge and information – ensuring library resources and programs are accessible to all.

- Privacy – ensuring the confidentiality of records of library use; and overcoming technological invasions of library use.

Democracy – playing our part in maintaining the values of a democratic society; participating in the educational process to ensure the educated citizenry that is vital to democracy; and employing democracy in library management.

This is an ambitious undertaking, especially in less than 200 pages. The book is well written, wide-ranging and provocative. For example, the chapter on stewardship includes a brief discussion of library education and the contention that it is "a disaster that is in danger of becoming a catastrophe." His comments about the harmful dynamic between library science and information science are intriguing but insufficiently developed to be persuasive.

Two values in particular deserve a brief comment. Gorman cites the Canadian Library Association's intellectual freedom statement as "one of the best statements" to ensure that citizens in a free society are able to read and see whatever they wish. He does not discuss academic freedom and it is important to note that the two are not synonymous. Given the number of recent cases in Canada that infringe upon or deny academic freedom, the rights of faculty members and librarians to academic freedom in teaching, research, publishing, in collection development and in freedom from institutional censorship demand our attention.

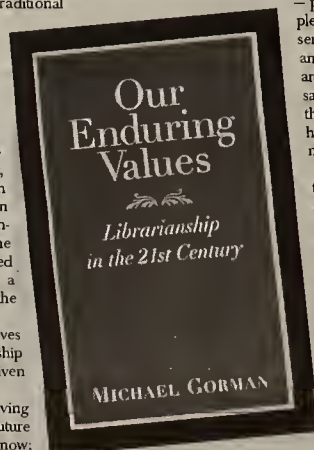
New service initiatives that are, or could be, predicated on ongoing profiles of both staff and patrons, such as virtual reference and "mylibrary," demand renewed attention to the privacy issues. In the aftermath of Sept. 11 there were seizures of library computers in the United States and the passage of anti-terrorism acts, both in Canada and the U.S. These actions underline the fragility of civil freedoms.

Gorman's stated purpose for his book is "to illuminate and re-create the underpinnings of our profession to, at least, provide a framework for discussion and, at best, be a broad plan with which we may all proceed." On the first point, this publication is a success. One could (and should) join in the debate and argue the relative merits of the eight values. One could ask whether other values should have been included

— professional neutrality, for example. It might be argued that the chosen values display a Western bias and that librarians from elsewhere around the world would not necessarily agree with all of them. Might there be significant differences in how they would be ranked and, more importantly, implemented?

As for offering a broad plan, the book is less successful. Gorman calls upon us to keep faith, but it is not always clear how this renewed appreciation will be effected. Some of the suggestions seem to be in the more-of-the-same category. With respect to stewardship, for example, he suggests we preserve everything we can that is "significant" and do good work and earn the trust and respect of the communities we serve. Regarding literacy, he writes that we should not regress, and emphasizes that the sustained reading of texts is important to all of us. In the final analysis librarians will continue to perform and supervise core functions – select, acquire, organize, provide access, preserve and conserve, assist library users, instruct library users, administer and manage the library infrastructure. And Gorman is right in this regard – the virtual academic library and the traditional academic library will be one and the same, and the spectral reference librarian will also be the print/electronic collection development librarian (or perhaps the systems librarian). And the discussion of those values articulated by Gorman, whether they are in print or PDF, will continue to inform all of our professional work. ■

Kent Weaver is Manager, Systems Operations, at the U of T Library and a member of CAUT's Librarians Committee.



## STATUS OF WOMEN COMMITTEE

### Final Call for Nominations

Nominations are sought for an election to fill one vacancy on the CAUT Status of Women Committee.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. The election will take place at the CAUT Council meeting in Ottawa in April 2002.

Nominees for positions on the Status of Women Committee should have considerable experience and knowledge in the area of responsibility of the committee.

### Term of Office

Balance of term ending May 2004.

### Nomination Procedure

Nominations should be sent to:

Professor Gordon Shrimpton  
Chair, Elections and Resolutions Committee  
CAUT, 2675 Queensview Drive  
Ottawa ON K2B 8K2  
Fax: (613) 820-7244

**They should include:** (1) a letter of nomination; (2) a brief statement of why the nominator feels the nominee is qualified to serve; (3) the agreement of the nominee to serve if elected; and (4) a completed copy of the "Standard Information Form" (available from any faculty association office or from the CAUT web site, [www.caut.ca](http://www.caut.ca)).

**Nomination Deadline : March 29, 2002**

Canadian Association of  
University Teachers



## COMITÉ DU STATUT DE LA FEMME

### Dernier rappel de candidatures

Nous sollicitons des candidatures pour combler un poste de membre ordinaire au Comité du statut de la femme de l'ACPPU.

Pour que l'ACPPU demeure une organisation efficace, il est très important de proposer des candidats et candidates qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'Assemblée du Conseil qui aura lieu à Ottawa en avril 2002.

Les candidats et candidates à des postes au Comité du statut de la femme devraient avoir une expérience et une connaissance considérables dans le champ des responsabilités du comité.

### Mandat

Le présent mandat prendra fin en mai 2004.

### Méthode de mise en candidature

Il faut envoyer les candidatures à :

M. Gordon Shrimpton  
Président, Comité des élections et résolutions  
ACPPU, 2675, promenade Queensview  
Ottawa (Ontario) K2B 8K2  
Télécopieur : (613) 820-7244

**Les pièces suivantes doivent accompagner les mises en candidature:** (1) une lettre de mise en candidature; (2) une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues; (3) l'accord du candidat ou de la candidate de siéger au comité advenant son élection; et (4) une copie du Formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACPPU, dûment rempli, disponible auprès des associations de professeurs ou à [www.caut.ca](http://www.caut.ca).

**La date limite des mises en candidature est le 29 mars 2002.**

Association canadienne des  
professeurs et professeurs d'université





## ACTUALITÉS

### La stratégie d'innovation tant attendue déçoit

Le livre blanc du gouvernement fédéral sur l'innovation et le perfectionnement des compétences, qui a tant tardé à venir, a été rendu public le 12 février. Ses critiques estiment toutefois qu'il est beaucoup trop vague.

Divisé en deux parties, le livre blanc est l'œuvre des ministères fédéraux de l'Industrie et du Développement des ressources humaines. Il demande au gouvernement de stimuler la recherche et le développement et d'assurer un plus grand accès aux études postsecondaires mais offre peu de solutions sur la manière d'y parvenir.

« Le moment est venu de passer à la vitesse supérieure, d'amener les Canadiens à se surpasser en leur proposant des objectifs ambitieux et de travailler ensemble pour les réaliser », a déclaré le ministre de l'Industrie Allan Rock, lors d'une brève conférence de presse à Toronto. « Le gouvernement ne peut y parvenir seul. Nous devons nous appuyer sur le consensus croissant qui se dessine parmi les gens d'affaires, les entrepreneurs, les syndicats, les universitaires et tous les paliers de gouvernement, à savoir que le succès futur du Canada dépend de sa capacité d'innover dans tous les secteurs de son économie et dans toutes ses régions. »

L'ACPPU se félicite d'avoir l'occasion de discuter des questions soulevées dans les deux documents mais est surprise d'y constater l'absence de nouvelles idées ou propositions.

« Ces deux documents, censés être le fondement du plan d'action du gouvernement pour les dix prochaines années, manquent de substance », a déclaré le président de l'ACPPU, Tom Booth. « Ils contiennent beaucoup de recommandations recyclées et de commentaires satisfaisants mais peu d'idées neuves. »

Il a fait remarquer que les propositions avancées dans ces deux documents dans le but de promouvoir la commercialisation des résultats de la recherche universitaire sont les mêmes qui circulent au gouvernement depuis dix ans et que les chercheurs universitaires ont rejetées parce qu'elles compromettent l'intégrité et l'indépendance de leurs travaux.

« Il existe un réel danger que la stratégie en matière de commercialisation amène la recherche universitaire vers des voies qui ne serviront pas l'intérêt public », a-t-il affirmé.

Le document d'innovation précise que « les universités doivent rendre beaucoup plus précisément compte des retombées économiques au Canada du très large investissement en recherche que les gouvernements consentent chaque année. » M. Booth estime que cette exigence est sérieusement préoccupante car de nouveaux programmes

de financement peuvent être directement liés à des retombées commerciales étroitement définies, comme il est souligné dans le document. En effet, en contrepartie d'une plus grande commercialisation, les universités recevront un « engagement gouvernemental à long terme envers leur infrastructure du savoir ».

« Certains des meilleurs résultats de la recherche universitaire n'ont pas toujours des retombées commerciales immédiates », a-t-il expliqué. « Nous serions très inquiets si le financement était tributaire des retombées commerciales. »

L'ACPPU se réjouit, a ajouté M. Booth, que le gouvernement reconnaisse les graves problèmes auxquels fait face l'enseignement postsecondaire, entre autres les préoccupations de plus en plus grandes au sujet de l'accessibilité et des coûts. Les documents demeurent toutefois muets sur les solutions à adopter pour résoudre le problème.

« Ce n'est pas difficile à comprendre. Nombre de personnes qualifiées ne font pas d'études collégiales et universitaires à cause de l'augmentation en flèche des frais de scolarité. Pourtant, les documents ne mentionnent pas du tout ce problème. Tant qu'aucune mesure ne sera prise, le problème ne se réglera pas, il va empirer », a conclu M. Booth.

Le document sur les compétences laisse également entendre qu'il est possible d'accroître l'accès aux études postsecondaires grâce à l'apprentissage en ligne, ce qui peut aider « les établissements à répondre aux pressions croissantes causées par l'augmentation du nombre d'inscriptions ».

La stratégie d'innovation promet en plus d'augmenter le nombre d'étudiants diplômés de 5 p. 100 par année au cours des 10 prochaines années, un objectif qui sera réalisé en partie au moyen du Fonds Trudeau, récemment créé dans le but d'offrir des bourses de recherche pour les études doctorales et postdoctorales en arts et en sciences humaines.

M. Booth accueille avec satisfaction le fonds, qui porte le nom de l'ancien premier ministre Pierre Trudeau, mais déplore qu'il n'aide que 50 étudiants par année.

« Si vous voulez réellement augmenter la capacité d'enseignement et de recherche des universités et des collèges, la meilleure chose à faire serait d'accroître le financement de base de nos établissements d'enseignement », a-t-il conclu. ■

Les documents de la stratégie d'innovation du Canada, *Atteindre l'excellence et Le savoir, clé de notre avenir*, sont disponibles à [www.innovationstrategy.gc.ca](http://www.innovationstrategy.gc.ca).

Traduit de l'article « Long-Awaited Innovation Strategy Disappointingly Vague ».

# Zero. Zip. Nada. Nothing.

For a very long time, Western civilization just couldn't, or at least *wouldn't*, do nothing. That is to say, it could not accept the Eastern concept of "zero" because it conflicted with the Aristotelian view of a finite universe, a view that held no place for the infinite or for the void. Long after the Crusades, when Italian bankers and financiers had widely adopted new methods of calculation (imported from India via Arab culture), the Church continued to suppress the humble "zero." Entire philosophical structures and universal views hung in the balance. This considerable ado about "nothing" proved to be very important indeed; the acceptance of "zero" ultimately paved the way to calculus and modern mathematics.

The often misquoted 16th century proverb, "nothing venture, nothing win," seems an apropos example of why it pays to maintain an open mind when exploring new opportunities and ideas. If, in that spirit, you seriously consider your career opportunities at the University of Windsor, you stand to win considerably. Our welcoming and collegial campus atmosphere, our aggressive salary policy and lower cost of living make for an attractive and rewarding career. The fact that we are located in a major international twin-city metropolis in one of Canada's most temperate areas makes for an invigorating and dynamic lifestyle, all year round.

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PITCH-IN CANADA WEEK, April 22-28



# Les audiences de St. John's révelent l'état de l'éducation

■ Suite de la PAGE A5

entre autres les bourses d'études du millénaire, n'ont pas beaucoup aidé les étudiants de la province.

« Le gros problème des bourses d'études du millénaire est que leur attribution aux provinces est fondée sur la population et non sur les besoins », a-t-il signalé. « Dans cette province, nous avons doublé les besoins de la Nouvelle-Écosse mais nous ne recevons, pourtant, que la moitié des fonds. »

Ally Ayoob, du centre des étudiants étrangers de l'Université Memorial a défendu le besoin d'offrir plus de services aux étudiants étrangers.

« La contribution des étudiants étrangers à l'Université Memorial est précieuse. Nous estimons pourtant qu'elle n'est pas souvent reconnue », a déclaré M. Ayoob. « Nos frais de scolarité sont plus élevés mais les services que nous trouvons, à notre arrivée, sont peu nombreux et peu de soutien nous est offert. »

« Nous payons de l'impôt et contribuons à l'économie régionale mais on nous impose quand même des frais de scolarité très élevés. Nous servons de vache à lait et c'est injuste. »

Plusieurs personnes de la classe politique ont également témoigné aux audiences publiques de St. John's.

Loyola Hearn, député conservateur de la circonscription fédérale de St. John's ouest, a demandé que le gouvernement fédéral joue un rôle de premier plan pour régler les problèmes de l'enseignement postsecondaire du Canada.

« L'enseignement postsecondaire est un droit fondamental pour les Canadiennes et les Canadiens. En raison de la profonde influence de l'enseignement postsecondaire, le gouvernement fédéral devrait prendre l'initiative et mettre sur pied un système d'enseignement



Ci-dessus — Phillip Warren (en haut) et Liam Walsh.

postsecondaire pancanadien qui profite à tous les Canadiens et Canadiennes », a déclaré M. Hearn.

« L'une des mesures que le gouvernement du Canada devrait envisager serait de rédiger une loi sur l'enseignement postsecondaire, semblable à la Loi canadienne sur la santé, qui énonce des principes pouvant s'appliquer aux établissements d'enseignement postsecondaire, aux provinces et au gouvernement fédéral. »

Jack Harris, chef du Nouveau parti démocratique de Terre-Neuve et du Labrador, a prévenu que les

lourdes dettes d'études font fuir les jeunes hors de la province.

« La province qui peut le moins se permettre de perdre des citoyens instruits les voit partir vers les provinces plus prospères », a déclaré M. Harris. « Ils sont tellement endettés qu'ils ne peuvent rester ici parce qu'ils doivent aller là où ils peuvent gagner beaucoup d'argent. »

Elaine Price, présidente de la Newfoundland and Labrador Federation of Labour, a laissé entendre qu'en ouvrant davantage l'accès à l'enseignement postsecondaire, on aiderait la province à relever certains des défis auxquels elle fait face.

« Notre main-d'œuvre vieillit. Dans l'ensemble, la population diminue. Nombre de nos travailleurs instruits et très spécialisés quittent la province pour trouver un emploi plus satisfaisant dans les autres provinces ou à l'étranger », a dit Mme Price.

« Pour compliquer les choses encore plus, la main-d'œuvre qui reste est moins instruite par rapport à nos concurrents. L'éducation publique et la formation ont certainement un rôle clé à jouer dans notre essor social et économique. »

« Quelqu'un a dit plus tôt que l'enseignement postsecondaire dans cette province et dans ce pays était à la croisée des chemins », a conclu M. Warren. « Je pense que ce que nous avons entendu aujourd'hui le prouve amplement. Nous vivons une grave situation et nous devons poursuivre le dialogue si nous voulons trouver de véritables solutions. »

Les audiences publiques de l'ACPPU sur l'enseignement postsecondaire se poursuivront en avril, à Sudbury, Toronto, Winnipeg, Vancouver, Kingston, Regina et à Windsor. ■

Traduit de l'article « Newfoundland, Labrador Left Behind in Research Funding ».

## CAUT Committee Nominations

SEVENTEEN members have been nominated for vacancies on the CAUT executive and standing committees of CAUT Council: Academic Freedom and Tenure Committee, Collective Bargaining and Economic Benefits Committee and Librarians Committee. CAUT is also seeking a person to fill the remaining two years of a vacancy created on its Status of Women Committee. Nomination deadline is March 29 (see advertisement on page A10). Elections will be held on Saturday, April 27, during the CAUT Council meeting. ■

### Nominations Candidatures

CAUT Executive Committee  
Comité de direction de l'ACPPU

President/Présidence  
Vic Catano (Saint Mary's)

Vice-President/Vice-présidence  
Loretta Czernis (Bishop's)

Treasurer/Trésorerie  
Greg Allain (Moncton)

Members-at-large  
Membres ordinaires (2)  
Allen Britten (Cape Breton)  
Ron Melchers (Ottawa)  
Howard Pawley (Windsor)  
Anver Saloojee (Ryerson)

CAUT Standing Committees  
Comités permanents de l'ACPPU

AF&T/CLUPE (2)

Pierre Oemers (Sherbrooke)  
Rhonda Love\* (Toronto)  
David Seale (Bishop's)

CBEC/CNCAE (2)

Jean-Charles Cachon (Laurentian)  
Larry Haiven (Saint Mary's)  
Thomas Herrmann (Guelph)  
Tess Hooks (Western Ontario)  
Michael Piva\* (Ottawa)

Librarians/Bibliothécaires (2)  
Chris Dennis\* (Memorial)  
Fred Ziegler\* (Alberta)

\* indicates incumbent  
\* indique les titulaires

## Candidatures

DIX-SEPT personnes ont été mises en candidature pour les postes vacants du Comité de direction de l'ACPPU et des comités permanents du Conseil de l'ACPPU (Comité de la liberté universitaire et de la permanence de l'emploi, Comité de la négociation collective et des avantages économiques, Comité des bibliothécaires). Des candidatures sont sollicitées pour terminer le mandat de deux ans d'un poste devenu vacant au sein du Comité du statut de la femme de l'ACPPU. La date limite pour ce poste est le 29 mars (voir l'annonce à la page A10). Des élections auront lieu le samedi 27 avril pendant l'assemblée du Conseil. ■

## Federal Income Tax Changes 2001/2002

THE federal budget of Feb. 28, 2000 and economic statement and mini-budget of Oct. 18, 2000 introduced a number of measures including:

- Reduction of both the personal and corporate tax rates
- Elimination of the 5 per cent "deficit reduction" surtax
- Reduction of the capital gains inclusion rate to one half
- Increases in the exempt portion of scholarship, bursary and fellowship income to \$3,000 annually
- Reinstatement of full indexing to the personal tax system for the 2000 and subsequent taxation years, creating an increase in personal tax credits

These changes were passed into law as Bill C-22 on June 14, 2001.

On Dec. 10, 2001 the Minister of Finance tabled a new budget which introduced new policy and programme initiatives with very little in the way of tax changes. Most of the changes were to make permanent the changes introduced as temporary in the previous budget.

These and other changes have been included in CAUT's 2001 Income Tax Guide, available online at [www.caut.ca/english/publications/tax/default.asp](http://www.caut.ca/english/publications/tax/default.asp). ■

The 2001 tax guide was edited by Gene Rheame, senior partner for the firm of Rheame Williams Kalbfleisch in Ottawa. Although CAUT cannot pay for individual tax counselling or tax advice, individual members with such questions can contact Mr. Rheame at 613-236-4500 and take advantage of CAUT negotiated rates.

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## ACCOUNTANCY

**THE UNIVERSITY OF WATERLOO**—School of Accountancy. Applications are invited for a tenure-track position at the Assistant Professor rank from those with teaching and research interests in financial accounting or insurance services. PhD or equivalent. The salary range is commensurate with qualifications and experience. Closing date for applications is March 31, 2002 and appointments will be effective September 1, 2002. Send curriculum vitae and arrange for three letters of reference to be sent to: Dr. W. Morley Lemon, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. These appointments are subject to the availability of funds.

**THE UNIVERSITY OF WATERLOO**—The School of Accountancy seeks a Director with a research degree (PhD or equivalent), a record of publications and leadership in the accounting profession and a willingness to move forward with the strategic plan the School has developed. The new Director is expected to provide leadership in attracting funding to maintain and increase the research and teaching profile of a highly successful School of Accountancy. The Director will provide this leadership by increasing the total academic complement of twenty-three, a staff of eleven and several adjunct professors. The University of Waterloo offers distinctive programs, including co-operative (workstudy) programs in all faculties. Waterloo has earned a number one ranking in reputation among all universities in Canada in the last five years. The School has a superb undergraduate masters accounting program, with a UW student winning the Chartered Accountancy Gold Medal for Canada in 2001. For more than two decades UW students have consistently been extremely successful on both the CA exams and CPA exams. Co-op programs in Accounting, Finance and Taxation. In keeping with its reputation as a leading centre for scholarship, the School seeks a Director willing to encourage a highly productive research environment. In this role he or she will be assisted by established Centres in Finance, Accounting Ethics, Information Systems, Taxation and Education. The appointment is to commence in time for the fall term of 2002. Application, including a curriculum vitae, should be made by mail or fax (519-746-1412) to: Dr. Robert R. Kerton, Dean of Arts, University of Waterloo, Waterloo, Ontario, N2L 3G1 by April 1, 2002. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

## AGRICULTURAL, FOOD & NUTRITIONAL SCIENCE

**THE UNIVERSITY OF ALBERTA**—The Department of Agricultural, Food and Nutritional Science invites applications for a tenure track position. The successful candidate will be responsible for teaching and research in the area of food and nutrition. Responsibilities for this position include: 1) teaching community nutrition and related courses at the undergraduate (nutrition, dietetics and coordinated dietetics program) and graduate levels, and 2) establishing an independent research program in areas related to nutrition in health promotion/health of populations.

nutritional epidemiology, or social/cultural/behavioral aspects of nutrition. The Department of Agricultural, Food and Nutritional Science has excellent research facilities, including a Human Nutrition Centre, with a research focus on basic and applied aspects of nutrition and human health. For further details see www.ualberta.ca. The successful candidate will contribute to the department's mission "to achieve excellence in teaching and research in efficient and sustainable production, processing and utilization of safe and nutritious food to promote health". The successful candidate will have demonstrated leadership ability and is expected to develop a strong teaching and collaborative research program within the Department and faculty, including with the community studies program of Human Ecology and with appropriate researchers in other Health Science Faculties and the Centre for Health Promotion Studies (www.chps.uAlberta.ca). In addition the incumbent will play a key role in strengthening linkages with government (e.g. Regional Health Authorities, Alberta Health & Wellness, Health Canada). Qualifications include a PhD in Community Nutrition or related sciences/social sciences. Postdoctoral experience or an established research program, demonstrated excellence in teaching, professional experience and eligibility for membership in Dietitians of Canada and/or Registration as a Dietitian are assets. The Faculty emphasizes excellence in teaching (use of novel approaches and interest in alternative (non-traditional) teaching methods) as an asset. Salary commensurate with experience at the level of Assistant/Associate Professor. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Interest in individuals will be considered. Interested applicants should send a curriculum vitae, a list of references, a statement of research and teaching interests by May 1, 2002 to Dr. John J. Kennedy, Chair, Department of Agricultural, Food and Nutritional Science, University of Alberta, Edmonton, Alberta T6G 2P5. For further information on the position contact Dr. Kennedy at 780-492-2111 or 780-492-4265 (fax), email chair@fns.ualberta.ca or visit our web site. The records arising from this competition will be managed in accordance with the provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal people.

## ANTHROPOLOGY

**THE UNIVERSITY OF VICTORIA**—The Department of Anthropology invites applications for a full-time (9 month per term) seasonal position, September 2002-April 2003. We are seeking a scholar who has completed the PhD or is ABD and can teach courses from among the following introductory level general anthropology (4 fields) as well as second year and upper division courses in archaeology. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and Aboriginal people. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Interested persons should contact: Margot Wilson, PhD, Associate Professor and Chair, Department of Anthropology, University of Victoria, P.O. Box 3050, Victoria, BC V8W 3P5. Telephone: (250) 721-7045, e-mail: mwilson@uvic.ca, Main Office Telephone: (250) 721-7045, Fax: anth@uvic.ca or visit our web site at April 30, 2002 with a copy of their CV, evidence of successful university level teaching and the names of three individuals whom we may contact for reference.

**THE UNIVERSITY OF WINDSOR** invites applications for a nine-month limited-term lecture position in the Department of Sociology & Anthropology in the area of Social Cultural Anthropology commencing August 15, 2002. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/faculties/humanities. Contact: Dr. Lynne Phillips, Head, Sociology and Anthropology, University of Windsor, Windsor, ON N9B 3P4. Tel: 519-253-3000, Ext. 2190, Fax: 519-317-3521, Email: lynne@uwindsor.ca

## APPLIED DIETITIAN & EMERGENCY STUDIES

**BRANDON UNIVERSITY** invites applications for a tenurable faculty position in the Applied Dietitian and Emergency Studies (ADES) program. The successful candidate will also assume the responsibilities of Director for a five-year term, renewable upon review. The ADES program offers four-year Bachelor's degree (B.A. and B.Sc.) in Applied Dietitian and Emergency Studies with concentrations either in Planning and Management or Disaster Science. The ADES is a new program aiming at integrating theories and applications in environmental disasters and emergencies, from an interdisciplinary perspective. The successful candidate will have demonstrated leadership ability, administrative experience, and an understanding of the challenges posed by interdisciplinary approaches to risks, hazards, disasters and the emergencies that arise from such phenomena. In addition the successful candidate will have a proven record in teaching, research and scholarship, and must be an effective coordinator. Required credentials include a PhD or equivalent in any of the following fields: Anthropology, Economics, Geography, Geology, Hydrology, Management, Meteorology, Planning, Political Science, Psychology, Public Administration, Sociology or a relevant discipline in an interdisciplinary area. b) considerable experience in dealing both with all-hazard issues and specialized knowledge in some aspect of emergency and disaster management, and c) a demonstrated ability to effectively link university-based activities with public and private agencies and institutions. The successful candidate will have a minimum of 5-12 credit hours per year. Applications are due by March 27, 2002 or until position is filled. The appointment will take effect July 1, 2002 or upon availability of successful candidate. Salary and rank will be commensurate with qualifications and experience. Please send a letter of application, curriculum vitae, transcripts, and the names

of three referees to: Dr. Janet S. Wright, Dean of Science, Brandon University, Brandon, Manitoba, R7A 6A9. Detailed information about Brandon University can be found on its website: <http://www.brandu.ca>. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

## ARCHAEOLOGY

**SIMON FRASER UNIVERSITY**—The Department of Archaeology, Faculty of Arts and the School for Resource and Environmental Management, Faculty of Applied Sciences invite applications for a Tier II Canada Research Chair in First Nations Cultural and Environmental Resource Management commencing either May 1, 2003 or September 1, 2003. The appointment will be held jointly between the two departments. Appointment will be as Assistant or Associate Professor, commensurate with experience. A PhD is required. We are interested in candidates who have expertise in First Nations cultural and environmental policy as it relates to resource management and land-use planning. The successful candidate will have an active research program in one or more of the following areas: Cultural Resource Management, resource planning and policy, and traditional cultural values, systems of land use, and ecological knowledge. The successful candidate will be expected to bridge academic and research interests between Archaeology and Resource and Environmental Management and to contribute effectively to both programs. Successful candidates must show potential for publication, research, teaching and graduate supervision. All qualified candidates are encouraged to apply. Applications will be accepted until April 15, 2002 or until the position is filled. Interested individuals can obtain more information about Canada Research Chairs at [www.chair.gc.ca](http://www.chair.gc.ca). This position will be subject to the approval of the date being approved for a Tier II CRC award by the CRC Secretariat. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Candidates should send a detailed curriculum vitae as well as a letter of interest outlining previous research and experience in research and teaching. Candidates also must arrange to have forwarded six (6) letters of reference. Applications, letters of reference or inquiries on the position should be sent to: Dr. David V. Burley, Chair, Department of Archaeology, Simon Fraser University, Burnaby, B.C. V5A 1S6, [burley@sfu.ca](mailto:burley@sfu.ca).

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## Canada Research Chair in Bioorganic Chemistry

The Department of Chemistry at Brock University seeks applications for a Tier I Canada Research Chair in the area of bioorganic chemistry. Applications from excellent candidates in related fields such as chemical biology and bioanalytical chemistry are also welcomed. Expertise in biotechnology would build on existing strengths at Brock University and would be an asset. This appointment will support current endeavours in organic chemistry, molecular catalysis, biotechnology, and/or omics and viticulture.

Tier I applicants are expected to be leaders in their field, and have a strong international research presence and excellent teaching records including extensive experience in the supervision of graduate and undergraduate research students. Research Chair positions come with significant discretionary research funding, additional funding for equipment through the Canadian Foundation for Innovation (CFI), and reduced teaching loads. For information on Canada Research Chairs, please see <http://www.chairs.gc.ca>. Please submit a curriculum vitae, a research proposal and statement of research interests, a statement of teaching ideas, and a list of potential referees to:

Jeffrey Atkinson, Search Committee Chair,  
Department of Chemistry,  
Brock University,  
St. Catharines, Ontario L2S 3A1, Canada.  
e-mail: [jatkin@spartan.ac.brocku.ca](mailto:jatkin@spartan.ac.brocku.ca)  
Telephone: 905-688-5550 ext. 3967  
Fax: 905-682-9020

While our primary objective is to fill a Tier I position, we also welcome applications from Tier II candidates, who will be considered if a suitable Tier I appointment is not made. Tier II applicants should have attained international recognition and show very strong research and teaching potential.

Brock is an actively growing University located in the heart of the beautiful Niagara Peninsula. We have a strong focus on interdisciplinary research in the sciences, and the successful applicant will be cross-appointed to the Centre for Biotechnology which is supported jointly by the Departments of Chemistry and Biological Sciences, and which in 2001 has accepted the first graduate students into its new MSc and PhD programs. Opportunities exist for close collaboration with members of the Department of Biological Sciences as well as the Department of Chemistry. More information concerning Brock University and the Department of Chemistry can be found on the University's Web site: <http://www.brocku.ca> and <http://www.brocku.ca/chemistry>

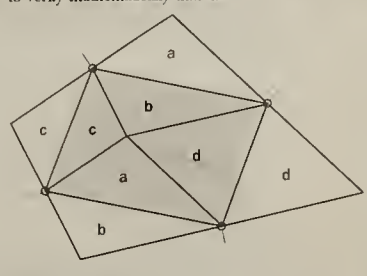
Review of applications will continue until a suitable candidate has been identified. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty. Qualified women candidates are especially encouraged to apply. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

**Brock University**

Apply online at: [www.brocku.ca/hr](http://www.brocku.ca/hr)  
AN EQUAL OPPORTUNITY EMPLOYER

## Answer to Homework!

From page A3, You can try this yourself with a piece of paper. After you cut off the ears, slide two opposite ears to the other ends of the inner parallelogram ((a) and (b) in the diagram), and rotate the other two ears ((c) and (d)) to face into the parallelogram. There will be an exact fit. Some of you might wish to verify mathematically that this is so.



## The Bulletin Classifieds are on-line!

Get a head start on the job hunt. Check the CAUT Web Site. It has all you need to know about higher education in Canada.

Right on Target for Academics.

**CAUT BULLETIN**

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[www.caut.ca](http://www.caut.ca)

## DIRECTOR ARTHUR V. MAURO CENTRE FOR PEACE & JUSTICE

Aided by a generous benefactor, St. Paul's, a Roman Catholic College in the Jesuit tradition which is federated formally with the University of Manitoba in Winnipeg, Manitoba, Canada, has established The Arthur V. Mauro Centre for Peace and Justice as a unit which will offer interdisciplinary undergraduate and graduate degree programs, conduct research, and sponsor outreach activities to promote international peace and justice. To guide the Centre in its initial stages, a Steering Committee consisting of representatives from the Jewish, Christian, and Islamic traditions as well as from the general public has been formed.

The College community is looking for an individual who would be excited by the challenge of becoming the first Director of the Mauro Centre and of leading it in its formative years. Such an individual will have a doctoral degree in a field related to peace and justice, a record of achievement in teaching and scholarship that would warrant appointment at a senior rank at the University of Manitoba, appropriate administrative experience, a high level of interpersonal communication skills, and an ability to represent the Mauro Centre to varied audiences. Since the initial area of emphasis will concern the Middle East, a knowledge of this region would be an asset. Qualified Jesuit candidates are invited to apply.

The initial and renewable term of the Director is for five years beginning on July 1, 2002. Salary and rank are negotiable.

Applications, nominations, and expressions of interest in the position are invited. Letters of application accompanied by Curriculum Vitae should be sent to Dr. John J. Stapleton, Rector, St. Paul's College, University of Manitoba, 70 Dysart Road, Winnipeg, Manitoba, Canada, R3T 2M6, Phone No. 204-474-5551, Fax: 204-474-7620, E-Mail: [john\\_stapleton@umanitoba.ca](mailto:john_stapleton@umanitoba.ca). A consideration of applications will commence on March 15, 2002.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are particularly encouraged to apply; however, Canadians and permanent residents will be given priority.





## Dalhousie University

### Canada Research Chair (Tier II) Risk Management for Organizations

The Canada Research Chair (CRC) Program was established by the Government of Canada to enable Canadian universities to foster research excellence and enhance their roles as world-class centres of research in the global and knowledge-based economy. More information on the CRC Program can be found at [www.chairs.gc.ca](http://www.chairs.gc.ca).

The Faculty of Management at Dalhousie invites applications for a CRC (Tier II) position in the area of Risk Management for Organizations beginning in July 2002. This new position has been created as part of an expanded initiative in the Faculty of Management, which comprises four Schools (Business Administration, Library and Information Studies, Public Administration, and Resource and Environmental Studies) to establish a leading position in research and education in risk management through the creation of a Centre of Excellence in Risk Management. Risk management refers to a program of basic and applied research on how individuals and organizations, both private and public, interact and make decisions regarding the management of risk, broadly resulting from natural hazards and various regulatory, environmental and market conditions. Information on the Faculty of Management may be found at [www.mgmt.dal.ca](http://www.mgmt.dal.ca).

The successful candidate must have demonstrated potential and capacity to undertake independent research in the broad area of risk management. The Chair holder will collaborate with a team conducting research into risk management and will be expected to provide leadership in the development of joint projects and external research grants. He or she will also be expected to play an active role in the development of the upcoming Centre of Excellence in Risk Management. The successful candidate will be appointed at the rank of Assistant or Associate Professor in a tenure-track position. The candidate should not be more than ten years beyond completion of the doctoral degree.

The University search committee's deliberation on applications will be ongoing until the position is filled. Once recommended by the search committee, the candidate is nominated to the Canada Research Chair Selection Committee that adjudicates all nominations on a national basis. Applications and nominations for this position should be made by submission of a curriculum vitae, a brief description of current research interests and the names of at least three referees (including telephone and fax numbers) to:

Dr. Abolghasem Jalilvand, Dean  
Faculty of Management, Dalhousie University  
6152 Coburg Road, Halifax, Nova Scotia Canada B3H 3J5  
Telephone: (902) 494 2582  
Fax: (902) 494 1195  
E-mail: [abol.jalilvand@dal.ca](mailto:abol.jalilvand@dal.ca)

In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.



## ACADIA UNIVERSITY

### Registrar

At Acadia University, students and faculty share in the unique experience of small class sizes, leading edge technology, and extensive academic programs that offer more than 200 degree combinations.

The Office of the Vice-President (Academic) invites applications for the position of Registrar, a six-year renewable appointment reporting to the Vice-President (Academic), effective 1 July 2002.

The Registrar is a leader in the academic community. Duties include registration of students, coordination of graduation and examinations, and institutional research, student information systems, and study abroad programs. The Registrar is also Secretary to Senate, a member of many academic committees, and works closely with Admissions Office and International Student Advisor. The Registrar is also responsible for the management of the Registrar's Office, encompassing staff supervision, budgeting, and evaluations.

The successful applicant must have a Master's degree (or equivalent) along with extensive experience in a registrar's office. A thorough knowledge of statistics and proficiency in the use of spreadsheets and databases would also be assets.

Further information about Acadia can be found on the web at <http://www.acadia.ca>, or you may call the Office of the Vice-President (Academic) at (902) 585-1357. Letters of application, a recent curriculum vitae, and names of three referees should be sent by March 28, 2002 to: Dr. Michael Leiter, Vice-President Academic, 210 University Hall, Acadia University, Wolfville, NS B0P 1X0. Tel: 902-585-1357, Fax: 902-585-1053, Email: [michael.leiter@acadia.ca](mailto:michael.leiter@acadia.ca).

### Dean of Research & Graduate Studies

Acadia University is a leader in post-secondary education in Canada. The Acadia Advantage initiative, along with the soon-to-be-completed Environmental Sciences Research Centre, Botanical Gardens and Campus Meeting Place, makes Acadia an exciting environment for research, innovation, and exploration.

The Office of the Vice-President (Academic) invites applications for the position of Dean of Research and Graduate Studies, a six-year renewable appointment reporting to the Vice-President (Academic), effective 1 July 2002.

The Dean of Research and Graduate Studies is a member of the academic leadership team and is responsible for the operations of the Office of Research and Graduate Studies. This includes maintaining the University's relationship with the national granting councils, developing submissions for institutional and faculty grants, overseeing contract research and technology transfer, and coordinating graduate student programs.

The successful applicant must have extensive experience as a productive researcher, professor, and administrator. They must also have excellent communication skills, and the ability to collaborate with faculty and staff to meet research funding targets.

Further information about Acadia may be found on the web at <http://www.acadia.ca>. To explore this opportunity in confidence, please contact the search firm The Caldwell Partners International by March 28, 2002 at: The Caldwell Partners International, 5657 Spring Garden Rd., Suite 500, Park Lane Box 247, Halifax, NS B3J 3R4. Phone: (902) 429-5909, Fax: (902) 429-5606, E-mail: [halifax@caldwell.ca](mailto:halifax@caldwell.ca), Website: [www.caldwell.ca](http://www.caldwell.ca).

Acadia recently adopted the Acadia Advantage initiative, which incorporates computer technology into the learning process. Faculty members are expected to explore the use of information technology in teaching and exploit its application when they find it enhances the learning environment. The University is committed to supporting these endeavours. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer.

While budgetary approval has been granted for these positions, Acadia University reserves the right not to fill positions or to fill positions at a level different from the advertised level or term.

Wolfville  
Nova Scotia

## ARCHAEOLOGY & CLASSICAL STUDIES

**WILFRID LAURIER UNIVERSITY** — The Department of Archaeology & Classical Studies invites applications for a one-year Limited Term appointment, at the rank of Assistant Professor, commencing July 1, 2002. This appointment is subject to budgetary approval. While no specific area of expertise is required, the successful applicant will be expected to deliver courses in Greek and Roman Civilization, the history of the Greek and Roman worlds, and be prepared to teach elementary courses in either ancient language. It is expected that the successful candidate should already have a PhD or be certain of its completion before beginning the appointment. Other requirements include demonstrated excellence in teaching, evidence of a research program, and publications. Applicants with a CV, a Teaching Dossier, a writing sample, and three confidential letters of reference should be forwarded to: Professor C. J. Simpson, Chair, Department of Archaeology & Classical Studies, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5, by April 12, 2002. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women, men, including persons in a visible minority, persons with disabilities, and aboriginal people.

## ART CONSERVATION

**QUEEN'S UNIVERSITY** — The Department of Art seeks applications from qualified individuals for two positions in the Art Conservation program, one in the conservation of painting and the second in the conservation of paper. Both appointments will be for a period of three years, non-renewable, to commence on 1 July 2002, and will be made at the rank of assistant professor. Salary will be commensurate with qualifications and experience. The salary floor for the rank of assistant professor is \$43,500. Each position involves the supervision of graduate students in practical conservation and research, and lecturing in the history, technology, and conservation of paintings or paper. Research and publications are also expected. The successful candidate will hold at least a master's degree (or equivalent) in art conservation with a specialization in the conservation of paintings or paper. The candidate will have significant experience in conservation practice and demonstrated teaching and research abilities. Administrative experience will also be an asset. The Art Conservation program offers a Master of Art Conservation degree (MAAC) and interacts with fine arts (BFA) and art history (BA, MA, PhD) programs, all within the Department of Art. Letters of application should include a CV, copies of major publications, and the names of three individuals who have been asked to submit letters of reference. The deadline is Friday 22 March 2002. Applications should be sent to: Dr. John Osborne, Dept. of Art, Queen's University, Kingston, ON K7L 3N6. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority.

## BOTANY

**THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of Botany invites applications for a senior Canada Research Chair in cell biology. Canada Research Chairs (<http://www.chairs.gc.ca>) are prestigious appointments subject to special funding and significant resources for salary and start-up. The successful candidate must work with plants, fungi, algae or protozoa and have an international reputation in cell biology research. The position will be at the level of Professor or Associate Professor, salary and start-up funds, are negotiable. The successful candidate will have the University's support in an application for infrastructure costs to the Canada Foundation for Innovation. Applicants should include a current CV and the names and addresses of three referees. These should be directed to: CRC Search Committee, Department of Botany, University of British Columbia, 2270 University Boulevard, Vancouver, BC, Canada V6T 1Z4 (tel: 604-822-2133, fax: 604-822-5088, E-mail: [botchairs@interchange.ubc.ca](mailto:botchairs@interchange.ubc.ca)). Screening of applications will begin April 15, 2002, and will continue until a suitable candidate is found. The University of British Columbia has on the basis of merit and is committed to employment equity.

## BUSINESS

**ACADIA UNIVERSITY** — The Fred C. Manning School of Business Administration invites applications for the following position at the assistant professor level effective July 1, 2002. A three-year Contractually Limited Term appointment (position 3012) will be teaching and research responsibilities in Business Communications. The successful candidate should have a completed or near completed PhD in Business Communications or a related discipline. A genuine commitment to undergraduate teaching and evidence of strong research potential are required. It is expected that the successful candidate will provide leadership to the development of the Communications area within the Faculty of Professional Studies. While applications will be accepted until the position is filled, review of applications will begin as they are received. All applications will be acknowledged. Letters of application, a recent curriculum vitae, and the names of three referees should be sent to: Dr. Stephen Ash, Director, Fred C. Manning School of Business, Acadia University, Wolfville, NS B0P 1X0, (902) 585-1216 (tel.), (902) 585-1085 (fax). E-mail: [stephen.ash@acadia.ca](mailto:stephen.ash@acadia.ca). Further information can be found at <http://business.acadia.ca>. Acadia has recently adopted the Acadia Advantage initiative, which incorporates computer technology into the learning process. Faculty members are expected to explore the use of information technology in teaching and exploit its application when they find it enhances the learning environment. The University is committed to supporting these endeavours. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer. While budgetary approval has been granted for these positions, Acadia University reserves the right not to fill positions or to fill positions at a level different from the advertised level or term.

Acadia University is committed to the principle of employment equity.

**MCMASTER UNIVERSITY** — The Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant Professor level, starting in Fall, 2002, subject to budgetary approval. The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high-quality teaching and research experience in one or more of the following areas: Human Resources/Strategic HR, Industrial Relations, or Organizational Behaviour. Research interests will be given to candidates whose research and teaching interests span across two or more of the above domains. Duties include research, teaching at the graduate and undergraduate levels, and the ability to supervise doctoral candidates. Salary will be commensurate with academic qualifications, teaching and practical experience.



## University of Lethbridge

The Faculty of Management at the University of Lethbridge invites applications for the position of Dean.

The Dean of the Faculty of Management is the academic leader of an innovative and collegial faculty that is entrepreneurial and responsive to opportunity. The Faculty's growth has been highlighted by the development of a distinctive undergraduate curriculum and Master of Science (Mgt) program, collaborative arrangements with more than 50 Canadian and International post-secondary institutions, and international exchange agreements with universities in 9 countries. It serves growing enrolment on three campuses (Lethbridge, Calgary and Edmonton); delivers executive development programs for partner professional groups, has two active advisory councils, a well established co-operative education and community development program; and has a dynamic faculty actively engaged in research and teaching excellence.

## Dean of Management

Founded in 1967, the University presently has an enrolment of approximately 7,000 students, 2,000 of these students pursue programs within the Faculty of Management, making it the second largest faculty on campus. The University of Lethbridge is a high performing university that is in the process of exciting growth and development. The School of Graduate Studies was established recently as the University received approval in principle to grant PhDs; the University opened LINC, a state of the art Library and Information Networking Centre, and the Canadian Centre for Behavioural Neuroscience; and it approved a major campus expansion plan.

Faculties and Schools at the University of Lethbridge exercise considerable strategic autonomy, and play a key role in the development of the University. The Dean will provide strategic guidance that will allow the Faculty of Management to build on its existing successes, forge new partnerships with internal and external constituents, and continue to seize unique opportunities in our ongoing objectives of research and teaching excellence.

While the initial administrative appointment of a dean is generally for a five year renewable term, the successful candidate is usually appointed as a tenured full professor. Therefore, a strong record of research and scholarship is essential, as is a record of effective program/program management, with demonstrated management skills in strategic planning, budgeting, and supervising staff at different levels in the organization. The Dean must exhibit strong interpersonal skills, a collaborative leadership style, and the ability to promote and lead the Faculty into a financially and academically strong future.

Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions.

The University of Lethbridge offers market competitive salary and benefits. More detailed information about the position can be found at [www.uleth.ca/man](http://www.uleth.ca/man). To explore the position further or to apply, please direct your correspondence, including detailed curriculum vitae, in full confidence, to: C.M. Davies, Management Connections Incorporated, 404 - 999 Canada Place, Vancouver, BC, V6C 3E2 or [nrc@cmci.net](mailto:nrc@cmci.net).



MANAGEMENT  
CONNECTIONS  
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# CAREERS CARRIÈRES

## The School of Child and Youth Care



University of Victoria

### 3 FACULTY POSITIONS

(Director, Assistant Tenure Track Professor, and Senior Instructor)

The School of Child and Youth Care (SCYC) provides an applied baccalaureate degree (BA) on campus and distance education students, a distance cohort-based Master of Arts in Child and Youth Care and PhD degrees by special arrangement. Through its First Nations Partnership Programs, SCYC also offers a Diploma in Child and Youth Care for students who successfully complete Aboriginal Child and Youth Care community-based coursework. The faculty and staff in the School secure, on average, more than \$1 million per year in research and curriculum development grants and contracts and are involved in local, national and international initiatives. Faculty in the School come from a variety of disciplines including education; developmental, clinical, counselling and social psychology; health and human services; family studies; nursing; and social work.

The SCYC undergraduate degree prepares students to work with children, youth and their families in a wide range of practice settings (e.g. child welfare, child protection, early childhood care and education, residential care, infant development, family support, parent education, juvenile justice, hospital-based child life, recreation, school-based child, youth and family counselling, community mental health). Diploma graduates work effectively in child day care settings and also applying their skills and knowledge to a number of other child and youth care practice settings. Graduate degrees prepare students to work as advanced practitioners and leaders in various organizations and community agencies, government departments and ministries, and as researchers, trainers, administrators and educators. For further information please see [www.uvic.ca/cyc](http://www.uvic.ca/cyc).

### Director

The School of Child and Youth Care invites applications for the position of Director. The appointment will be made at the level of Associate Professor or Professor and will be effective July 1, 2002. Candidates should have an excellent research and teaching record and extensive administrative experience. The role of the Director is to advance the broad vision, mission and values of SCYC; promote and model academic quality; manage and balance innovations, core responsibilities and use of human and financial resources; and oversee the development of a PhD Program in Child and Youth Care.

Candidates for the Director should provide evidence of an established research program and recognized scholarship and teaching ability that qualify for Associate Professor or Professor. The skills and experience the successful candidate will bring include a collaborative leadership style with a commitment to diversity and to promoting the mission of the field of Child and Youth Care. He or she will have strong interpersonal skills, be sensitive to and respectful of a broad range of theoretical perspectives and methods and will be able to support others in their teaching, learning and research.

The appointment will follow university guidelines for academic positions. The salary level is set out in the salary policy for regular faculty members and is negotiable based upon experience. A full range of benefits is offered.

Closing Date for the Application: April 15, 2002.

Applicants should send a cover letter and supportive documentation of key career achievements, a curriculum vitae and three sealed confidential letters of reference to: Dr. Michael Prince, Acting Dean, Faculty of Human and Social Development, Chair, Search Committee for Director of School of Child and Youth Care, University of Victoria, P.O. Box 1700, Victoria, BC, Canada V8W 2Y2. Ph: 250 721-8049; Fax: 250 721-7067; email: mprince@uvic.ca.

The University of Victoria is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities, and members of visible minorities.

### Assistant Professor

The School of Child and Youth Care invites applications for the position of Assistant Tenure Track Professor, effective July 1, 2002. Preference will be given to candidates who have a specialization in the early years (0-6). Demonstrated experience in working cross-culturally and clinical expertise with children and families are clear assets. Successful applicants will demonstrate sensitivity and respect for cultural diversity and will be committed to developing an active program of research in an area related to the child and youth care field. Also required, is the ability to contribute to the School of Child and Youth Care's programs through excellence in teaching a diverse student population at both the undergraduate and graduate levels in face-to-face and distributed learning modes, and to curriculum development with a focus on improving the aboriginal and cross-cultural content in the School of Child and Youth Care's programs. A PhD is preferred.

The appointment will follow university guidelines for academic positions. The salary level is set out in the salary policy for regular faculty members and starts at \$45,740 for an Assistant Professor. A full range of benefits is offered.

### Senior Instructor

The School of Child and Youth Care invites applications for the position of Senior Instructor, effective July 1, 2002. The teaching responsibilities of this position will be varied and flexible and chosen from core courses in the Child and Youth Care program and the electives that comprise the Child Protection Specialization. The appointment will follow university guidelines on the position of Senior Instructor. Proven teaching effectiveness is of paramount importance. The regular teaching responsibility will be 12 units (4 two-term, or 8 one-term courses or a combination of these), with a maximum during any 12-month period of 15 units (5 two-term or 9 one-term courses).

Qualifications:

- A Masters degree in Child and Youth Care or an allied field;
- Evidence of successful teaching experience;
- Expertise in applied practice with children, youth and families;
- Demonstrated ability to work with aboriginal communities and cultural differences;
- Ability to work with SCYC colleagues to improve aboriginal and cross-cultural content across the curriculum;
- Ability to relate theory to practice.

The appointment will follow university guidelines for academic positions. The salary level is set out in the salary policy for regular faculty members and starts at \$45,740 for a Senior Instructor. A full range of benefits is offered. Closing Date for Applications: April 15, 2002.

Applicants should send a cover letter and supportive documentation of key career achievements, a curriculum vitae and three sealed confidential letters of reference to: Dr. Sibylle Artz, Director, School of Child and Youth Care, University of Victoria, P.O. Box 1700, Victoria, BC, Canada V8W 2Y2. Ph: 250 721-6472; Fax: 250 721-7218; email: sarz@uvic.ca.

In accordance with the University of Victoria's Equity Plan and pursuant to Section 42 of the BC Human Rights Code, preference will be given to aboriginal persons and members of visible minorities. Candidates who wish to qualify for preferential consideration are encouraged to identify themselves in their applications.

experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4. Email: babad@mcmaster.ca.

**McMASTER UNIVERSITY**—The Finance and Business Economics Area of the Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant/Associate Professor level, commencing July 2002. Preference with research interests in one or more of the following areas: corporate finance, financial markets, market microstructure, banking and international finance. Candidates with interests in other areas may be considered. Qualifications include PhD in finance, completed or near completion, preferably with demonstrated high quality teaching and research. Duties include research (McMaster is a "research intensive University") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4. Email: babad@mcmaster.ca, Fax: (905) 526-0852. All qualified candidates are encouraged to apply. However, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

**McMASTER UNIVERSITY**—The Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant/Associate level, commencing July 1, 2002, in the area of Management Science and Information Systems with a specialty in Supply Chain Management and teaching interests in Operations Management. Preference will be given to those candidates with research interests in the technical and business issues associated with Supply Chain Management and Electronic Commerce. The candidate's PhD should be completed or due to completion by the commencement of the appointment, preferably with demonstrated excellence in research and teaching. Breadth in teaching capabilities is a distinct advantage. Salary will be commensurate with research scholarship, teaching and applied experience. Submit applications, CV and names with contact information of three referees to: Dr. V.V. Baba, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main St. W., Hamilton, Ontario, L8S 4M4. Email: babad@mcmaster.ca, Fax: (905) 526-0852. All qualified candidates are encouraged to apply. However,

Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

**McMASTER UNIVERSITY**—The Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant/Associate Professor level, commencing July 2002 in the area of Accounting. Preference will be given to candidates with teaching interests in auditing, EOP auditing, E-commerce, information systems and/or advanced financial accounting. The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research. Duties include research (McMaster is a "research intensive University") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4. Email: babad@mcmaster.ca, Fax: (905) 526-0852. All qualified candidates are encouraged to apply. However, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

### CANADIAN STUDIES

**WILFRID LAURIER UNIVERSITY**—The Canadian Studies and Global Studies Programs invite applications for a one-year Limited Term appointment at the Assistant Professor level in Canadian Studies and in Global Studies, effective July 1, 2002, subject to budgetary approval. The successful candidate will bring a Canadian perspective to Global Studies, and a Global perspective to Canadian Studies. The search committee is interested in candidates whose work lies at the intersection of Canadian and Global Studies, in areas such as, but not limited to, multiculturalism, aboriginal issues, north-south relations, or national and international institutions and governance. Candidates must have a completed PhD and be committed to working in an interdisciplinary context. The successful candidate will be responsible for teaching at the introductory and senior undergraduate levels in Canadian Studies and in Global Studies.

Applicants are asked to submit a curriculum vitae, a letter outlining research interests, and a short teaching dossier, and to arrange for three letters of reference to be sent to: Dr. Christl Verduyn, Coordinator, Canadian Studies Program, Wilfrid Laurier University, 25 University Avenue West, Waterloo, Ontario, N2L 3C5 by April 15th, 2002. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons with a visible minority, persons with disabilities, and aboriginal people.

### CELL BIOLOGY

**THE UNIVERSITY OF ALBERTA**—The Department of Cell Biology, Faculty of Medicine and Dentistry invites applications for a tenure-track position at the Assistant/Associate Professor level. We seek an individual who will complement and extend our existing strengths in cell signal-transduction, protein targeting, organelle biogenesis, cell-cell interactions and neurobiology. Applicants should have a PhD, a proven record of research achievement and will be expected to apply for funding from the Alberta Heritage Foundation for Medical Research. The successful candidate will be expected to carry on an independent research program, but will also have the opportunity for collaborative interactions with several multidisciplinary research

## College of Arts, Social & Health Sciences

### Assistant Professor - Psychology Program (Tenure Track)

The University of Northern British Columbia invites applications for a tenure track position at the rank of Assistant Professor with an expected start date of July 1, 2002, subject to budgetary approval. UNBC is a small, modern, research-intensive university with a strong mandate for research. Currently there are 3,500 students enrolled in more than 40 undergraduate and graduate academic programs.

The successful candidate will contribute to the Psychology Program's mandate to foster understanding of issues relevant to the north, especially the understanding of human health, human development, and social well-being. Candidates should possess a Ph.D. in Psychology or be near completion, and demonstrate a strong background in

research (or show potential) which complements the Program's mandate and strengthens our research-oriented doctoral program. In addition, the successful candidate will be committed to undergraduate teaching, graduate teaching and graduate student supervision and be capable of leading core undergraduate courses (e.g., introductory psychology; research methods; statistics; cognition; learning; or motivation and emotion). For more information about the Psychology Program, visit our website: [www.unbc.ca/psychology](http://www.unbc.ca/psychology).

Please direct Psychology Program inquiries to: Dr. Sherry Beaumont, Chair, Psychology Program at (250) 960-6501; Fax: (250) 960-5744. Email: [beaumont@unbc.ca](mailto:beaumont@unbc.ca)

### Sessional Instructor Position - History Program

The University of Northern British Columbia invites applications for a sessional instructor position with a proposed start date of September 1, 2002 and end date of August 31, 2003, subject to budgetary approval. UNBC is a small, modern, research-intensive university with a strong mandate for growth. Currently there are 3,500 students enrolled in more than 40 undergraduate academic programs.

The successful candidate will be required to teach courses in a combination of at least two of the

following areas: Russian, Gender, and World History. Candidates should possess a Ph.D. in history. The ability to teach Canadian history would be considered an asset. For more information about the History Program, visit our website: [www.unbc.ca/history](http://www.unbc.ca/history).

Please direct History Program inquiries to: Dr. Gordon Martel, Chair, History Program at (250) 960-6682; Fax: (250) 960-5545. Email: [martel@unbc.ca](mailto:martel@unbc.ca)

Please forward your curriculum vitae and the names and addresses of three references (including telephone, fax and email addresses) to: Dr. Deborah Poff, Vice President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300. Applications received before March 29, 2002 will receive full consideration, however applications will be accepted until the position is filled.

For more information, visit our website: [www.unbc.ca](http://www.unbc.ca)

In accordance with Canadian Immigration requirements, priority will be given to Canadian Citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA

[www.unbc.ca](http://www.unbc.ca)

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# CAREERS CARRIÈRES

groups within the University. A contribution to the Department's teaching program will also be expected. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Please send a curriculum vitae, a two-page statement of research interests, and arrange to have three letters of reference sent on your behalf to Dr. Richard Rachubinski, Chair, Department of Cell Biology, 5-14 Medical Sciences Building, University of Alberta, Edmonton, Alberta T6G 2G7 Canada. Deadline for receipt of applications is June 30, 2002. Further information about the position and department can be obtained at [www.ualberta.ca/cellbiology](http://www.ualberta.ca/cellbiology). The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPPA). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and aboriginal persons.

## CHEMISTRY

**WILFRID LAURIER UNIVERSITY** — The Department of Chemistry invites applications for a three-year limited term position at the assistant professor level to commence July 1, 2002, subject to budgetary approval. Candidates should have a PhD, evidence of superior ability in teaching, and an active program of research with strong potential for external funding. The successful candidate will be expected to teach introductory chemistry, as well as analytical, physical, and organic chemistry. While all areas of chemical interest will be considered, preference will be given to candidates with a research interest in organic or analytical/physical chemistry. Applicants should send a curriculum vitae, a teaching dossier including teaching experience, interests, and philosophy, a statement of

current and prospective research interests, and arrange for three letters of reference to be sent to Dr. R.J. Kommin, Chair, Department of Chemistry, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. E-mail: [kommin@wlu.ca](mailto:kommin@wlu.ca). Review of applications will begin April 1, 2002 and will continue until the position is filled. Canadian citizens and permanent residents will be given first consideration. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons with disabilities, and aboriginal people. For more information about Laurier please visit our web site at [www.wlu.ca](http://www.wlu.ca).

**THE UNIVERSITY OF WATERLOO** — The Department of Chemistry is seeking for a vacancy in any area of experimental or theoretical Physical Chemistry or Chemical Physics. Applicants will be expected to have demonstrated superior abilities in their prior research work, and to exhibit outstanding potential for excellence in teaching and future research. Postdoctoral experience, in addition to a PhD, in any aspect of Physical/Theoretical Chemistry is essential. It is anticipated that the appointment will be made at the level of Assistant Professor, however application for appointments at a more senior rank will also be considered. Inquiries and applications should be directed to: The Chair, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Applicants should submit a complete curriculum vitae, a research proposal (5-10 pages in length) and arrange for three letters of recommendation from professional referees to arrive before April 1, 2002. Additional information concerning the department and the University of Waterloo can be found at <http://chem.uwaterloo.ca/chemistry>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

**OKANAGAN UNIVERSITY COLLEGE (OUC)** is seeking applications for a tenure-track faculty position, at the Assistant Professor level, in the Department of Chemistry at the North Kelowna campus, commencing July 1, 2002 or as soon as possible thereafter. OUC is one of Canada's most dynamic university colleges, and is building a strong reputation for excellent undergraduate education and a growing research profile. The preferred candidate will have a PhD in Inorganic Chemistry, and must demonstrate a commitment to teaching and research excellence, and teamwork. Relevant industrial experience will also be considered an asset. For applicants who are close to completion of their doctoral thesis, and initial appointment at the lecturer level will also be considered. The Department of Chemistry at Okanagan University College offers majors in chemistry and environmental chemistry, and provides service courses to a number of other programs including freshwater sciences and water quality technology. The duties will include teaching introductory general chemistry, general inorganic chemistry and upper level undergraduate courses in inorganic chemistry. The successful candidate will pursue research interests in any area within inorganic chemistry. The potential for collaborative and interdisciplinary research will be considered an asset, especially in areas such as geochemistry, soil chemistry, bioinorganic chemistry, or mineral nutrient uptake. Inquiries of an academic nature should be directed to Linda Kewick, Chair, Department of Chemistry at (250) 762-5445, Local 1575. Applications will be accepted until March 15, 2002 for an appointment to commence July 1, 2002 or as soon as possible thereafter. Salary and working conditions are governed by the Collective Agreement between OUC and the OUC Faculty Association. Please note: This position is subject to budgetary funding. Please forward a complete curriculum vitae, quoting Competition No. 03PAC02, and the names, addresses and phone numbers of three referees to Dean of Science, Okanagan University College, 3333 College Way, Kelowna, BC V1Y 2A9. Applications may be faxed to (250) 470-6004, or e-mail your application to [dmuggen@ouc.bc.ca](mailto:dmuggen@ouc.bc.ca). E-mailed applications will only be received as attachments in Word format and must include the Competition Number in the subject line. Please visit our website at <http://www.ouc.bc.ca/employment/> Okanagan University College wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted. In accordance with Canadian Immigration regulations, priority will be given to Canadian Citizens and Landed Immigrants (permanent residents) of Canada.

**THE UNIVERSITY OF ALBERTA** — The Department of Chemistry invites applications from outstanding individuals to be nominated for a Tenure I Canada Research Chair in an area related to nanotechnology and Nanoscience. The appointment will be at the full professor level and commence as early as July 1, 2002. Applicants are expected to be leaders in their field, and have a strong international research presence. The successful candidate will teach at both the undergraduate and graduate levels and will be expected to establish strong ties with the recently announced MRC/CRC National Institute for Nanotechnology which will be located on the University of Alberta campus. The position comes with a competitive startup package, significant discretionary research funding, additional funding through the Canada Foundation for Innovation (CFI) for equipment and infrastructure, and a reduced teaching load. For information on the National Institute for Nanotechnology and Canada Research Chairs, please see [www.nanotech.ca](http://www.nanotech.ca), and [www.chairs.gc.ca](http://www.chairs.gc.ca), respectively. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Please submit a curriculum vitae, a statement of research interests and a list of potential referees to: Dr. Martin Cowie, Chair, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada. E-mail: [chairchem@ualberta.ca](mailto:chairchem@ualberta.ca); Tel: (780) 492-3249. Review of applications will begin on April 1, 2002 and will continue until a suitable candidate has been identified. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPPA). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and aboriginal persons.

**CHILD & YOUTH STUDIES**  
**BROCK UNIVERSITY** — The Department of Child and Youth Studies invites applications for a probationary (tenure track) appointment at the rank of Assistant or Associate Professor, effective July 1, 2002. The position is subject to a budgetary approval. A recently completed PhD in Developmental Psychology or a relevant discipline is required together with evidence of successful teaching experience, research potential and expertise in developmental psychology. In addition to undergraduate teaching and supervision, the successful candidate will be expected to support a new MA program in Child and Youth Studies, develop a strong program of independent research and scholarly activities, and participate in the affairs of the department. Applicants should submit by March 22nd, 2002, a letter of application, curriculum vitae, and a list of references. For more information, and arrange for three letters of reference to be sent to: Dr. Christine Blain, Chair, Department of Child and Youth Studies, Brock University, St. Catharines, Ontario, Canada, L2S 3A1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are encouraged to apply. More information may be found on the Brock website at [www.brocku.ca](http://www.brocku.ca).

**COMMUNICATIONS STUDIES**  
**THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track position and a 24-month limited term faculty position in Communication Studies in the area of Critical Communication and Digital Video/Multimedia Production to commence July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at [www.uwindsor.ca/faculty](http://www.uwindsor.ca/faculty). Contact: Dr. Miles Ruggles, Head, Department of Communication Studies, University of Windsor, Windsor, ON, N9B 3A1; Tel: 519 253-3000, Ext. 2856; Fax: 519 971-3542; Email: [ruggles@uwindsor.ca](mailto:ruggles@uwindsor.ca).

**COMMUNICATIONS, FILM, POPULAR CULTURE & JOURNALISM**  
**BROCK UNIVERSITY** — The Department of Communications, Popular Culture and Film at Brock University invites applications for a limited term (10 months) appointment. Preference will be given to candidates with a completed PhD in film studies and with teaching experience. Successful candidates will be expected to supervise individual students, engage in research and scholarly activities, and participate in the affairs of the department. Applications should be submitted by April 2002 a letter of application accompanied by a curriculum vitae and summaries of teaching evaluations. Professor Jim Leach, Chair, Department of Communications, Popular Culture and Film, Brock University, St. Catharines, ON L2S 3A1. In addition, applicants should arrange for three letters of reference to be sent to Professor Leach by the deadline. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are encouraged to apply. More information on Brock University can be found on the University's website [www.brocku.ca](http://www.brocku.ca).

**COMPUTER SCIENCE**  
**THE UNIVERSITY OF ALBERTA** — Department of Computing Science. Do you have a commitment to push the frontiers of computing research in one of the most supportive environments in Canada? Join us in a dynamic Computing Science department, known for its collegial atmosphere and collaborative research environment. Our department is in the Faculty of Science at the University of Alberta, in Edmonton, the capital of Alberta. We are a department on the move, with resources to grow to over fifty faculty. We have eleven established research laboratories, including Alberta's Computational Intelligence, Bioinformatics, Computer Vision and Multimedia Communications, Database Management, Graphics and Virtual Reality, Networked Computing, Robotics, Software Engineering, Spatial Computing, and Software Systems. We have abundant computing facilities and a department head who is a highly visible multidisciplinary research leader in the Multimedia and Advanced Computational Infrastructure (MACI) project, and the Research Institute for Multimedia Studies (RIMS). In addition to the standard computational research facilities, we also have several multi-processor machines for high performance and visualization research. We have recently moved into a new research laboratory building adjacent to a renovated historic building. This combined space now provides us with consolidated office and research space in the middle of our campus of about 30,000 students. Computer Science research is well-funded in Alberta, with several provincial programs providing research opportunities that are the envy of other universities in the world, including the multi-university research programs (e.g., [www.macs.ca](http://www.macs.ca), [www.aserc.ab.ca](http://www.aserc.ab.ca)), research chair programs (e.g., [www.rose.ab.ca](http://www.rose.ab.ca)), and a new billion-dollar science and engineering research foundation ([www.ahsra.ab.ca](http://www.ahsra.ab.ca)). Our current complement of 41 full time faculty work within a department of about 32 support staff, 150 graduate students and 550 undergraduate students. Our consistent performance in ACM World Programming Contests is evidence of our claim to be one of the best undergraduate programs in the country, and our graduate students are successful in industrial and academic research labs around the world. We are looking for highly productive and eager computing scientists to complement our strengths in all areas listed above. We are especially keen on those who can demonstrate a strong research curiosity and interested in collaborative research with existing faculty across sub-disciplines. Candidates should have or be completing a PhD in Computing Science, and a strong commitment to excellence in teaching responsibilities, modern research facilities, as well as teaching at the graduate and undergraduate levels. Most positions will be at the assistant professor level, however, we will consider associate and full professor appointments for outstanding candidates. We offer an environment that is congenial and supportive of new PhDs, with the challenge and opportunity to lead and the support to help you succeed within an academic environment. Our department is part of a full-service university in a province that has the fastest economic growth in the country, and we enjoy strong collaborative ties with local industry. Competition will remain open until suitable candidates are chosen. For further details about us at [www.ualberta.ca](http://www.ualberta.ca) and send your curriculum vitae and the names and addresses of three referees to: Dr. Everett, Administrative Affairs, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2E8, or [everett@ualberta.ca](mailto:everett@ualberta.ca). The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPPA). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and aboriginal persons.

**THE UNIVERSITY OF TORONTO** — The EECs Department is actively seeking qualified candidates for open positions within a dynamic and innovative faculty. Applications are invited for tenure and tenure-track faculty positions at the ranks of assistant, associate, and professor. Candidates chosen for serious consideration must have a commitment to graduate and undergraduate education and to building individual and collaborative research programs. Areas of particular interest to the department are software development, complex and wireless networking, database, and intelligent and distributed systems. In the fields of computer science and computer engineering, and communications and electromagnetics, in the field of electrical engineering, minimum requirements include a PhD in computer science, computer engineering, electrical engineering, or a related field. The EECs Department has 20 faculty members, over 600 undergraduate students and about 100 graduate students. Accredited B.S. degrees in Computer Science and Engineering

the capital of Alberta. We are a department on the move, with resources to grow to over fifty faculty. We have eleven established research laboratories, including Alberta's Computational Intelligence, Bioinformatics, Computer Vision and Multimedia Communications, Database Management, Graphics and Virtual Reality, Networked Computing, Robotics, Software Engineering, Spatial Computing, and Software Systems. We have abundant computing facilities and a department head who is a highly visible multidisciplinary research leader in the Multimedia and Advanced Computational Infrastructure (MACI) project, and the Research Institute for Multimedia Studies (RIMS). In addition to the standard computational research facilities, we also have several multi-processor machines for high performance and visualization research. We have recently moved into a new research laboratory building adjacent to a renovated historic building. This combined space now provides us with consolidated office and research space in the middle of our campus of about 30,000 students. Computer Science research is well-funded in Alberta, with several provincial programs providing research opportunities that are the envy of other universities in the world, including the multi-university research programs (e.g., [www.macs.ca](http://www.macs.ca), [www.aserc.ab.ca](http://www.aserc.ab.ca)), research chair programs (e.g., [www.rose.ab.ca](http://www.rose.ab.ca)), and a new billion-dollar science and engineering research foundation ([www.ahsra.ab.ca](http://www.ahsra.ab.ca)). Our current complement of 41 full time faculty work within a department of about 32 support staff, 150 graduate students and 550 undergraduate students. Our consistent performance in ACM World Programming Contests is evidence of our claim to be one of the best undergraduate programs in the country, and our graduate students are successful in industrial and academic research labs around the world. We are looking for highly productive and eager computing scientists to complement our strengths in all areas listed above. We are especially keen on those who can demonstrate a strong research curiosity and interested in collaborative research with existing faculty across sub-disciplines. Candidates should have or be completing a PhD in Computing Science, and a strong commitment to excellence in teaching responsibilities, modern research facilities, as well as teaching at the graduate and undergraduate levels. Most positions will be at the assistant professor level, however, we will consider associate and full professor appointments for outstanding candidates. We offer an environment that is congenial and supportive of new PhDs, with the challenge and opportunity to lead and the support to help you succeed within an academic environment. Our department is part of a full-service university in a province that has the fastest economic growth in the country, and we enjoy strong collaborative ties with local industry. Competition will remain open until suitable candidates are chosen. For further details about us at [www.ualberta.ca](http://www.ualberta.ca) and send your curriculum vitae and the names and addresses of three referees to: Dr. Everett, Administrative Affairs, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2E8, or [everett@ualberta.ca](mailto:everett@ualberta.ca). The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPPA). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and aboriginal persons.

**THE UNIVERSITY OF TORONTO** — The EECs Department is actively seeking qualified candidates for open positions within a dynamic and innovative faculty. Applications are invited for tenure and tenure-track faculty positions at the ranks of assistant, associate, and professor. Candidates chosen for serious consideration must have a commitment to graduate and undergraduate education and to building individual and collaborative research programs. Areas of particular interest to the department are software development, complex and wireless networking, database, and intelligent and distributed systems. In the fields of computer science and computer engineering, and communications and electromagnetics, in the field of electrical engineering, minimum requirements include a PhD in computer science, computer engineering, electrical engineering, or a related field. The EECs Department has 20 faculty members, over 600 undergraduate students and about 100 graduate students. Accredited B.S. degrees in Computer Science and Engineering

# Canada Research Chair in Art, Technology and Culture

The Faculty of Fine Arts seeks applications for a Canada Research Chair Tier II, tenure track position in Art, Technology and Culture. This position provides an opportunity to work in a cross disciplinary context that includes a diversity of approaches to cultural theory, emerging cinema/video, electronic arts, interactivity in the performing and visual arts, design, virtual communities and other areas of digitally driven content. Candidates will identify a program of scholarly research located at the intersection of culture, theory and technology as related to the Fine Arts. Applicants must demonstrate the potential to achieve international recognition as a leader in the field in the next five years.

The Faculty of Fine Arts offers vibrant programs in Art Education, Art History, the Mel Hoppenheim School of Cinema, Contemporary Dance, Creative Art Therapies, Design Art, Digital Image/Sound, Music, Studio Arts, and Theatre. Concordia has recently launched an innovative multi-university research environment, *Hexagram*: The Institute of Research and Creation in Media Arts and Technologies. ([www.hexagram.org](http://www.hexagram.org)) The Chair is expected to contribute to the dynamic activities in *Hexagram* and the academic programs, including teaching and supervision of graduate students.

Candidates must hold a PhD or terminal degree in an appropriate field. Applications from scholars and/or practitioners engaged in digital arts theory are welcome. Bilingualism (French/English) is considered an asset.

Applications must include a CV, a research plan, the names and addresses of three references, examples of publications and other research activity. Deadline: April 8, 2002. For more information, contact: [layne@vax2.concordia.ca](mailto:layne@vax2.concordia.ca)

Materials are to be sent to  
Barbara Layne, Chair, CRC Committee  
Faculty of Fine Arts  
Concordia University VA 250  
1395 René-Lévesque O.  
Montreal, QC H3G 2M5

This position is subject to the terms and conditions of the Canadian Research Chairs Program and is contingent upon their approval. ([www.chairs.gc.ca](http://www.chairs.gc.ca))

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and persons with disabilities.



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Dr. Jack Vanderlinde, email: [jvd@unb.ca](mailto:jvd@unb.ca)  
Department of Physics  
University of New Brunswick  
P.O. Box 4400  
Fredericton, N.B. E3B 5A3 Canada  
Fax: (506) 453 4581

Applications should be received by April 15, 2002.

This competition is open to non Canadian as well as to Canadian Experimentalists in MRI. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.



# CAREERS CARRIÈRES

and Electrical Engineering are offered along with M.S. and PhD degrees (http://www.utoronto.ca). The College of Engineering is located on 40 acres of the U of T campus and housed within a \$21 million, multi-building complex. State of the art laboratory Computer Science, faculty, industry collaborations, and multi-disciplinary programs offer an exceptional opportunity for those selected to join our team. The College of Engineering has combined undergraduate and graduate enrollment of 3,000 students and 100 faculty members (http://www.utoronto.ca). The University of Toledo is a state-supported institution enrolling approximately 20,000 students (http://www.utoronto.ca). The attractive U of T campus - buildings and grounds - blends with the suburban, residential surroundings. Applicants should send curriculum vitae, either as a hard copy to Dr. Hilda Standley, Faculty Search Committee Chair, Department of Electrical Engineering and Computer Science, Mail Stop 302, The University of Toledo, Toledo, OH 43606-3390, or as an electronic submission which is encouraged, to: facultysearch@uwo.utoronto.ca. Applications will be processed until the positions are filled. The University of Toledo is an Equal Access, Equal Opportunity Affirmation Action Employer and Educator.

**THE UNIVERSITY OF WATERLOO** invites applications for several tenure-track faculty positions in Computer Science. The Department has a strong reputation in the field of computer science education. Our Computer Science department houses a diverse research program with international vitality. Because of its recognized capabilities, the Department attracts exceptionally well-qualified students at both undergraduate and graduate levels. Waterloo is proud to be the co-ordinator of the Canadian Computer Science Association and has the largest computer science education program in North America. The University of Waterloo's Computer Science Department is one of the leading departments in the field within Canada. Over twenty new faculty members have joined the Department recently, resulting in nearly 60 new faculty members. The Department enjoys an excellent reputation in pure and applied research and is supported by a number of research laboratories. The University has an enlightened intellectual property policy in which the rights are vested in the inventor, in part, this policy is responsible for many spin-off companies such as Waterloo Maple and Open Text Corp. For further information about the Department, please contact Dr. Hilda Standley at: hilda.standley@utoronto.ca. External candidates at all levels of experience and in our priority research areas: bioinformatics, distributed systems, graphics, networks, scientific computation, software engineering, and user interfaces are encouraged to apply. Successful applicants are expected to develop and maintain a productive program of research to attract and develop highly qualified graduate students, to provide a stimulating learning environment for undergraduate and graduate students, and to contribute to the administration of the Department. A PhD in Computer Science or equivalent is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience. Applications should include a curriculum vitae and the names and e-mail addresses of three references. The application should be directed to: Dr. Richard Scott, Department of Computer Science, University of Waterloo, Waterloo, Ontario N2L 2G1. Tel: 519-253-3000, Ext. 2990; Fax: 519-737-3093, Email: garabon@uwaterloo.ca.

**CREATIVE ARTS THERAPY**  
**CONCORDIA UNIVERSITY** - The Faculty of Fine Arts, Department of Art Education and Creative Arts Therapies seeks a full-time, limited term assistant professor for teaching in the Drama Therapy Option, of the Graduate Program in Creative Arts Therapies. The appointment will commence June 1, 2002. The appointee will be required to teach MA and undergraduate level courses. The appointee should have teaching experience in drama therapy. The candidate must hold registration as an R.D.T. (Registered Drama Therapist). The candidate should have a strong background in administration as he/she will have the responsibility of coordinating the drama therapy option. The candidate must also have substantial clinical supervisory experience working in psychiatric and/or educational settings, working with adults, children and/or families, and individually with special needs. The candidate should show evidence of exhibition/performance, publications, conference presentations, and research. Preference will be given to bilingual (French-English) candidates. All letters of application must be accompanied by a complete curriculum vitae and the names of three persons who are prepared to serve

as referees. Please send your application by March 28, 2002. Please address application to: Jocelyne Leclerc, PhD, A.T.A. Acting Graduate Program Director, Creative Arts Therapies Program, SVA 266, Faculty of Fine Arts, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M6, Canada. Tel: (514) 848-4785, Fax: (514) 848-8627. All qualified candidates are encouraged to apply. However, Canadian and permanent residents will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

## CRIMINOLOGY

**L'UNIVERSITÉ D'OTTAWA** - Le département de criminologie sollicite des candidatures pour deux postes réguliers de professeur adjoint débutant le 1<sup>er</sup> juillet 2002. Les candidats doivent avoir un doctorat en criminologie ou dans une discipline connexe, ou être sur le point de terminer. Le bilinguisme est une exigence pour l'obtention de la permanence à l'Université d'Ottawa. Conformément aux stipulations de la Loi canadienne sur l'immigration, cette annonce est adressée aux citoyens et aux résidents du Canada. L'Université d'Ottawa est une université bilingue en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Prière de faire parvenir votre curriculum vitae, ainsi que les noms, adresses et numéros de téléphone/courriel électronique, de dix à douze références, à: Professeur Ross Hastings, Directeur, Département de criminologie, Université d'Ottawa, 25 rue Université, Ottawa, Ontario, K1N 6N5. L'évaluation des dossiers commencera le 25 mai et terminera quand les deux postes seront comblés.

## CRIMINOLOGY

**THE UNIVERSITY OF OTTAWA** - The Department of Criminology invites applications for two tenure-track positions at the level of Assistant Professor, beginning July 1, 2002. Candidates must have a PhD in Criminology or a related discipline, or be near completion. Bilingualism is a requirement for tenure at the University of Ottawa. In accordance with Canadian Immigration requirements, this announcement is directed to citizens and permanent residents of Canada. Equally is a University of Ottawa policy. The University strongly encourages applications from women. Please submit a curriculum vitae and the names, addresses and telephone contacts of three references to: Dr. Ross Hastings, Chair, Department of Criminology, University of Ottawa, Ottawa, Ontario, K1N 6N5. The assessment of applications will begin March 25, and will proceed until the positions are filled.

## DESIGN ART

**CONCORDIA UNIVERSITY** - The Faculty of Fine Arts, Department of Art Education and Creative Arts Therapies seeks a full-time, limited term tenure-track appointments in Digital Media, effective August 1st, 2002, pending budgetary approval. A PhD in Digital Media/Design and the Fine Arts was initiated in 1997 as a program designed to bridge two domains of study, that of Computer Science and the Fine Arts. This three-year undergraduate program guides students in developing critical paths in multimedia through the study of theoretical issues related to technological innovation for networked environments. The program has three areas of specialization: image works, soundscapes, and 3D modeling/animation. Immer-

sive environments and innovative project dissemination such as virtual digital, kinetic imaging and interactive web sites are explored. 2D Design Art offers a dynamic undergraduate program that equally addresses the three key design areas of image, object, and multimedia. A new curriculum for this established program and a new graduate certificate program have been carefully constructed to reflect contemporary technological, theoretical and discursive aspects of design. The pedagogical strategy of both programs emphasizes a conceptual approach to design related to the social, cultural and ethical context in which it resides. Successful candidates will be invited to join research at Hexagram, the Institute for Research and Creation in the Media Arts and Technology, which is a joint initiative between Concordia University and Université du Québec à Montréal. Preferred candidates for both appointments must have extensive experience working and teaching in the following areas of expertise related to digital media: web design, sound, interactivity, scripting and programming for multimedia projects. In addition, the candidate will carry out an independent research program and contribute to the administration of the Department. The ideal candidate has 1) PhD, MA, MFA or equivalent, 2) teaching experience in digital media and studio practice at the university level, 3) administrative experience and committee work at the university level, 4) a strong portfolio of multimedia design and/or artistic practice and research profile, 5) fluency in French (this would be considered an asset). Please include a letter of application, a statement of teaching philosophy, curriculum vitae, three letters of recommendation, documentation of recent work samples of students' work, and other relevant support material. Candidates are encouraged to visit our departmental web site for additional information concerning our programs and priorities. <http://design.concordia.ca>. Deadline for applications: April 8th, 2002. Please address applications to: P.K. Lingnath, Chair, Department of Design Art & Digital Media, 1455 de Maisonneuve Blvd. West, VA-264, Montreal, Quebec H3G 1M6, Canada. Tel: (514) 848-4635, Fax: (514) 848-8627, email: design@uwo.utoronto.ca. All qualified candidates are encouraged to apply. However, Canadian and permanent residents will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

## ECONOMICS

**WILFRID LAURIER UNIVERSITY** - The Department of Economics. Applications are invited for a two-tenure-track limited term appointment at the rank of Lecturer or Assistant Professor commencing July 1, 2002. Preference will be given to applicants with a PhD and teaching experience. Duties include teaching at the undergraduate level and research. This advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. This position is subject to budgetary approval. Applications with a curriculum vitae and the names of three references should be sent to: Dr. Alister Robertson, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

**WILFRID LAURIER UNIVERSITY** - The Bradford Campus invites applications for a tenure track position in interdisciplinary studies and regional, global and environmental issues (subject to budgetary approval). Candidates with background in Economics, Environmental Studies, Political Science, Sociology and other relevant disciplines are encouraged to apply. Please see our advertisement under "Interdisciplinary Studies".

## EDUCATION

**THE UNIVERSITY OF SASKATCHEWAN** - The College of Education invites applications for approximately ten College Supervisor positions during the Fall term of the 2002-2003 academic year. Successful candidates will be assigned to supervise interns placed in schools throughout the province and to conduct seminars for interns and their cooperating teachers. Candidates must have the following minimum qualifications: successful K-12 teaching experience and a valid Saskatchewan teaching certificate or eligibility for such; B.Ed. degree or equivalent, preferably a M.Ed. degree, plus extensive experience in supervision; proven ability to work with administrators, teachers, student teachers and interns; willingness and ability to travel and to spend overnight in remote areas during the week. Salary and rank will be commensurate with qualifications and experience. All appointments are subject to budgetary approval. These are full-time, ten-month positions from August 1, 2002 through December 31, 2002. Candidates should submit a covering letter, curriculum vitae, and the names of three references to: Dr. R. D. Farn, Assistant Dean, College of Education, University of Saskatchewan, 28 Campus Drive, Saskatoon, SK, S7N 0X1, Canada. Deadline for applications: April 15, 2002. Candidates will likely not be informed of appointment until June 2002. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

## ENGINEERING

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND** - Applications are invited for a tenure-track faculty position at the Assistant or Associate Professor level commencing July 1, 2002 or earlier thereafter, in Petroleum Engineering. Salary will be commensurate with qualifications and experience. Applicants must hold or be near completion of a PhD degree in Petroleum, Chemical or another related engineering discipline. The successful candidate will play a key role in the development of the options in Offshore Oil & Gas Engineering in undergraduate programs as well as in the graduate programs. The preferred candidate should have the ability and enthusiasm to teach undergraduate and graduate courses in offshore oil and gas engineering, and conduct research in one or more areas of enhanced oil recovery, reservoir simulation and characterization, natural gas, and petroleum production, multiphase flows, oil and gas processing, flow phenomena in wellbore or pipelines, or other oil and gas related areas. As well, the successful applicant will be required to develop relevant laboratories, initiate collaborative R & D with industry, supervise graduate students, and participate in other educational, scholarly and professional activities. Teaching, research or mutual

experience is desirable. The successful candidate should have an undergraduate degree in a related Engineering discipline and will be expected to register as a professional engineer in Newfoundland and Labrador. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning. In St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. For further information about Memorial, please view the website at <http://www.mun.ca>. Applicants should send a curriculum vitae, the names and addresses of three referees, a one-page statement of teaching and research interests, and copies of three relevant technical publications to: Dr. R. Seahen, Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, A1B 3X9, Fax: (709) 737-8975, Reference: OQ02-01-02. The search committee will begin to review applications on April 1, 2002, and will continue to do so until the position is filled. Memorial University of Newfoundland is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal and people and persons with disabilities.

## ENGINEERING

**THE UNIVERSITY OF BRITISH COLUMBIA** - Over the next few years, the University will be appointing a number of distinguished individuals to Canada Research Chairs (CRC). These Chairs will be associated with nine research clusters that have been identified by the University and that will transcend disciplinary boundaries. The Department of Mechanical Engineering invites applications from outstanding candidates in Electro-Mechanical Engineering for a Tier I Canada Research Chair. The Department is interested in candidates with research experience

in the following areas: fluid mechanics, heat transfer, thermodynamics, and mechanical systems. Applicants should send a curriculum vitae, the names and addresses of three referees, a one-page statement of teaching and research interests, and copies of three relevant technical publications to: Dr. R. Seahen, Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, A1B 3X9, Fax: (709) 737-8975, Reference: OQ02-01-02. The search committee will begin to review applications on April 1, 2002, and will continue to do so until the position is filled. Memorial University of Newfoundland is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal and people and persons with disabilities.

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L'Université de Moncton, établissement de langue française en milieu acadien, recherche des candidatures afin de pourvoir les postes suivants :

## Professeures ou professeurs

La Faculté des arts et des sciences sociales et la Faculté d'ingénierie recherchent des professeures ou professeurs possédant un doctorat dans la discipline appropriée, qui seront embauchés au rang d'adjointe ou d'adjoint, et qui enseigneront dans les domaines suivants :

- 1 poste régulier en science politique
- 1 poste régulier en génie électrique (spécialisé en télécommunications)

Seront également considérés les candidatures exceptionnelles de personnes sur le point d'obtenir un doctorat dans la discipline appropriée au cours de la prochaine année. Dans ce dernier cas, une lettre de recommandation de la directrice ou du directeur de thèse est demandée.

**Entrée en fonction et traitement :** Pour ces deux postes, l'entrée en fonction est prévue pour le 1<sup>er</sup> juillet 2002. Les offres servent à définir le rang professoral et le traitement annuel sont établis dans la convention collective. Enfin, la maîtrise du français est essentielle, tant à l'oral qu'à l'écrit.

Une description détaillée de ces postes, incluant les fonctions, les exigences et les délais pour postuler, est disponible dans le site Internet de l'Université de Moncton (campus de Moncton) à l'adresse suivante : <http://www.umoncton.ca/resshum>

Fermeture du concours : Les candidatures seront reçues jusqu'au 15 mars 2002.

## UNIVERSITÉ DE MONCTON

## Un accent sur le savoir

L'Université de Moncton soutient à l'équité en matière d'emploi et encourage les candidatures de toute personne qualifiée, femme ou homme, y compris les autochtones. Les personnes handicapées et les personnes âgées sont encouragées à postuler. Conformément aux exigences relatives à l'immigration au Canada, ce concours s'adresse aux citoyens et aux résidents permanents qui ont obtenu leur diplôme d'établissement au Canada.



McGill is one of Canada's oldest and most prestigious institutions of higher learning with some 30,000 full-time and part-time students, over 1,300 tenure-track professors as well as an important cadre of non-academic staff.

## Canada Research Chair in Psychology of Language

The Department of Psychology of McGill University invites applications from exceptional candidates for a Tier II Canada Research Chair in Psychology of Language. The successful applicant will have a tenure-track appointment at the Assistant or Junior Associate Professor level. Consideration will be given to candidates with interests in any domain of scientific language research including: acquisition, speech and language perception and processing, neural representation, and language disorders. The Department has excellent facilities for interdisciplinary research through the Centre for Language, Mind, and Brain which links researchers in related academic units at McGill University (Linguistics, Communication Sciences and Disorders, and Education), the Montreal Neurological Institute, and other universities in Montreal.

Applicants are expected to have a doctorate in psychology or a closely related field, a record of significant, externally-funded research, an aptitude for undergraduate and graduate teaching and the ability and interest to work collaboratively in an interdisciplinary research environment. Consideration of applications will begin March 1 and continue until suitable candidates have been identified. Applicants should submit a curriculum vitae, a description of research interests and philosophy, a statement of teaching interests and philosophy, selected reprints of publications, and should arrange for three confidential letters of recommendation to be sent to:

Chair, Psychology of Language Search Committee  
Department of Psychology  
McGill University  
1205 Dr. Penfield Avenue,  
Montreal, Quebec, Canada H3A 1B1.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

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requires a Core Faculty Member to play a key role in the delivery of the Master of Arts program in Conflict Analysis and Management in our Peace and Conflict Studies Division. This interdisciplinary program is focused on theoretical and applied approaches to the system level management of large inter-group and organizational conflict in a variety of domestic and international settings.

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Direct inquiries to [ru-career-opportunities@royalroads.ca](mailto:ru-career-opportunities@royalroads.ca)

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## CAREERS CARRIÈRES

in any area of Electro-Mechanical Engineering (e.g. Microsystem/MEMS, controls and instrumentation, robotics, electronic manufacturing, laser technology, sensors and actuators, biomedical applications, nanotechnology applications, etc.). Preference will be given to candidates interested in micro-systems technology research. Candidates must demonstrate exceptional research potential and teaching abilities. The appointment will be made at the Full Professor level. The successful candidate will be expected to hold a PhD in engineering and will be required to register as a Professional Engineer in British Columbia. Experience in industry is preferred, but not essential. The successful candidate will be expected to participate in undergraduate and graduate teaching and the supervision of graduate students, and to develop a strong externally funded research program. The Department offers a unique interdisciplinary B.A.Sc./M.Eng. program in Electro-Mechanical Engineering which attracts top students from across Canada and worldwide. It has a strong internationally recognized research group in automation, robotics, controls and manufacturing. Additional information about the Department of Mechanical Engineering is available at [www.mech.ubc.ca](http://www.mech.ubc.ca), an overview of the employment environment in the Faculty of Applied Science is available at [www.apsc.ubc.ca/careers](http://www.apsc.ubc.ca/careers); and information on the APSC program is available at [www.apsc.ca](http://www.apsc.ca). Applications should include a detailed curriculum vitae, a statement (1-2 pages) describing research and teaching interests, and the names and contact details (including

fax/email) of four referees. The closing date for applications is April 15, 2002. Applications should be directed in confidence to: Dr. Himel Rajapase, P.Eng., Professor and Head, Department of Mechanical Engineering, University of British Columbia, Vancouver, B.C. Canada V6T 1Z4. The position is subject to final budgetary approval. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. Canada Research Chairs are open to individuals of any nationality. **DALHOUSIE UNIVERSITY** — The Department of Civil Engineering invites applications for a tenure-track position at the rank of Associate Professor in the area of Geotechnical Engineering. This position is aimed at a candidate who possesses several years of industrial experience or has been in academia for at least three years. The position is expected to commence July 1, 2002. Candidates must have an earned doctoral degree in Geotechnical Engineering and be eligible for professional engineering registration. The Department of Civil Engineering has exciting graduate programs in a variety of branches, including computational mechanics, innovative materials, structural engineering, transportation engineering, geotechnical engineering and environmental engineering. The Department consists of 13 faculty members, approximately 80 undergraduate and 50 graduate students and has an annual research budget of approximately \$15 M in external research funding. The successful candidate will be expected to teach existing geotechnical courses,

initiate new courses, develop independently funded research, and participate in professional activities. Consideration will be given to individuals with strong communication and management skills and a demonstrated expertise in modeling and simulation. Candidates having research interests in petroleum engineering (mainly reservoir management and production optimization), or in geoenvironmental engineering are preferred. However, candidates having research interests in other areas of geotechnical engineering with relevant skills in both of these areas will also be considered. The newly formed petroleum engineering graduate program is currently developing a vigorous, independent research program (including the supervision of graduate students) and participate in other educational and professional activities. Salary and rank are commensurate with experience and qualifications. Applicants are instructed to send a curriculum vitae, a statement detailing research and teaching interests, and the names of three referees to: Dr. Robert G. Drysdale, P.Eng., Professor, Martin, Macanin & George Chan in Mission Design, McMaster University, Hamilton, Ontario, Canada L8S 4L7. Telephone: (905) 525-5140 ext. 24748, fax: (905) 525-9688 or email: [robert.drysdale@mc.mcgill.ca](mailto:robert.drysdale@mc.mcgill.ca). The committee will begin reviewing applications after February 28, 2002. All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal people, persons with disabilities, members of visible minorities and women. **THE UNIVERSITY OF WESTERN —** The Department of Mechanical and Industrial Engineering invites applications for a (probationary) tenure-track faculty appointment in the area of Design and Manufacturing, Assistant/Associate Professor level. Applicants must have an excellent research record with a strong background in design and manufacturing automation. Preference will be given to the applicant with experience in one or more of the following areas: CAD/CAM, concurrent engineering, sensing and control in manufacturing, manufacturing process planning, and manufacturing systems. The successful candidate must develop vigorous research activities, collaborate with existing faculty, attract external research funding, supervise graduate students, instruct in undergraduate and graduate courses, and participate in other educational and professional activities. Teaching in this area of expertise is expected, as well as in more general courses. Applicants must hold a PhD degree, have a proven research record, excellent communication and teaching skills, be eligible for registration as a profes-

sional engineer in Ontario and have a demonstrated ability to complement and expand the existing areas of research expertise in the Department and Faculty. Part teaching in professional engineering education is expected and will be an important consideration in the selection of the successful candidate. Salary and rank will be commensurate with experience and proven record of excellence. Applications will be accepted until June 1, 2002. Mechanical and Materials Engineering is one of the largest engineering departments in the Faculty and has an excellent record in undergraduate teaching. The Department is active in research and enjoys support from granting agencies such as the Natural Science and Engineering Research Council and Provincial and Federal Governments of Excellence. The Department is close to the NRC Integrated Manufacturing Technologies Institute (IMTI) and interaction with this Institute is a faculty priority. Applications, including curriculum vitae, statement of research and teaching objectives, and the names of three referees should be addressed to: Professor J.S. Shewby, Chair (jshewby@eng.utoronto.ca) Department of Mechanical and Materials Engineering, Faculty of Engineering Science, The University of Western Ontario, London, Ontario, Canada N6A 5B9, (519) 566-2136, fax: (519) 661-3020. The position is subject to budget approval. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. **CARLETON UNIVERSITY** — Applications are invited for an industrially sponsored Research Chair position in the Department of Systems and Computer Engineering in the field of advanced networks and systems. This chair position is sponsored by CSCS Systems and is to be matched by funding under the NSERC/industry Chair Program. The appointment is to start July 1, 2003 or earlier, and is subject to approval of making funding by NSERC. Candidates must have strong, sustained records of international recognition, research with backgrounds appropriate for direct appointment at the Full Professor rank. The successful candidate will be expected to build a strong research program and to participate actively in teaching and in the development of new courses in the field of advanced networks and systems at the graduate and senior undergraduate levels. Areas of particular interest include integration of existing and new wireless systems within the fixed network infrastructure, interfaces between wireless systems and optical networks, and novel techniques for the distributed management and allocation of resources in wireless networks to achieve maximum efficiency. Membership eligibility for membership in a Canadian professional engineering association is highly desirable. The Department of Systems and Computer Engineering maintains superb laboratories for research in the fields of broadband networks, wireless communications and digital signal processing. In addition, the Department of Electronics, which offers graduate and undergraduate programs jointly with the Department of Systems and Computer Engineering, maintains superb laboratories for silicon process technology and semiconductor device physics. Considerable expertise is available in the fabrication of micro-electromechanical systems, holographic optical elements, optical waveguides, and devices incorporating SGE alloys. The University has one of the largest graduate

programs in electrical engineering in Canada with over 300 students enrolled at the Doctoral and Masters degrees levels. The two Departmental research groups in electrical engineering, in partnership with the National Research Council, Communications Research Centre, and local and international research community, have been strengthened in the coming years as the National Capital Institute of Telecommunications (NICT) combines the resources of industrial, government and university labs in wireless communications, opto-photonics and other strategic areas. Participation of the successful candidate in NICT will be invited. The appointment of an Industrial Research Chair, sponsored by CSCS Systems and NSERC, in the Department of Systems and Computer Engineering is part of a broad initiative to build strong cross-disciplinary programs in the advanced network technology field at Carleton University. This Chair will be complemented in the future by faculty appointments in the fields of broadband networks, distributed computing, photonics and optics in the Departments of Physics, Electrical, Systems and Computer Engineering, and in the School of Computer Science. Home to the National Arts Centre, the National Gallery and many major museums, Ottawa offers the convenience of living in a medium-sized city with the cultural activities expected in a large, vibrant urban environment. Excellent opportunities for outdoor sports and other recreational activities throughout the year. Should be sent to: Dr. Samy Mahmoud, P.Eng., Dean, Faculty of Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6, telephone: (613) 520-5743, fax: (613) 520-7451. Deadline for applications: May 28, 2002. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Carleton University is committed to employment equity, welcomes diversity, aboriginal people, visible minorities, and disabled persons. Persons from these groups are encouraged to apply. **MEMORIAL UNIVERSITY OF NEWFOUNDLAND** — Applicants are invited for two tenure-track faculty positions in the Department of Electrical Engineering. One position is for a Full Professor level commencing July 1, 2002 or earlier (the other, in Electrical and Computer Engineering, Salary will be commensurate with qualifications and experience). The other position is subject to budgetary approval. Applicants should hold a PhD degree in Electrical Engineering, Computer Engineering, or a related field. The first position is in digital hardware. The applicant must have specialization in one or more of the following areas: computer hardware, digital design, microprocessors, VLSI design & test, data communications, photonics and mixed mode design. The second position, ECE-02-02, is in communications. The applicant must have specialization in one or more of the following areas: wireless communications, mobile communications, satellite communications, digital communications and RF design. Applicants should have an undergraduate degree in Electrical or Computer Engineering, including research experience in the area of design. The successful candidate would be required to teach undergraduate and graduate courses, develop undergraduate laboratories, supervise graduate students, and participate in other educational, scholarly and professional activities. The successful candidate may be expected to work collaboratively with other professors in course and program development, and to develop new educational technologies. The successful candidate will be expected to register as a professional engineer in Newfoundland and Labrador. The Electrical and Computer Engineering discipline has well-established co-operative undergraduate programs in both Electrical Engineering and Computer Engineering, and has graduate and research programs as well as ongoing collaboration with local, national and international industry. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse programs, Memorial has a student body of almost 16,000 students. Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. For further information about Memorial, please view the website at [www.memorial.ns.ca](http://www.memorial.ns.ca). Applicants should send a curriculum vitae, the names and addresses of three referees, a one-page statement of teaching and research interests, and copies of three relevant technical publications to: Dr. R. Seshadri, Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X5, fax: (709) 737-8575. Applicants should specify the reference number: ECE-02-01 and/or ECE-02-02 of the position(s) for which they are applying. The search committee will begin to review applications on April 29, 2002 and will continue to do so until the positions are filled. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. **THE UNIVERSITY OF WATERLOO** — Due to a major collaborative initiative involving the University of Waterloo, the Government of the Province of Ontario and high technology industry, the Department of Electrical and Computer Engineering is inviting applications for a substantial number of research positions (tenure-track positions at the Assistant/Associate Professor level. Research and teaching experience and leadership is sought in all areas of Electrical and Computer Engineering — digital systems (including hardware/software co-design, formal verification, enabling technologies for e-commerce, software engineering including software architecture, testing and maintenance, performance and network/distributed computing), communications and communication networks, control and systems engineering, energy systems (power), microwave, photonics and RF technology, and systems and communication electronics disciplines (including integrated circuit design, digital imaging, materials and device areas). Applicants should have earned a doctoral degree in the Electrical/Computer/Software Engineering, Computer Science or a closely related discipline. All applicants must have a strong commitment to research and teaching. Eligibility for registration as a Professional Engineer is desirable. Successful



THE UNIVERSITY OF BRITISH COLUMBIA

### DIRECTOR INSTITUTE FOR ABORIGINAL HEALTH

The University of British Columbia invites applications for the position of Director, Institute for Aboriginal Health (IAH) effective July 1, 2002. Applicants must have a PhD or equivalent in social sciences with an emphasis in Social Work, Aboriginal health research, administrative experiences, and demonstrated skills in disseminating research results. The Director will lead the Institute to foster a support network for Aboriginal health workers in communities, and to perform and advocate an evidence-based approach in health research in the social sciences that will meet the needs of Aboriginal people for improved information. The Director of the Institute reports to the Principal, College of Health Disciplines and the Director, First Nations House of Learning.

The overall mission of the Institute for Aboriginal Health is to integrate educational, outreach and research efforts with community concerns and learning, built on recommendations from community contact and consultation. We seek applicants who have successful work experience with First Nations students, organizations and communities.

This is a part-time position that will be filled by an individual with an appointment in an appropriate Faculty. For an external appointee a tenured faculty appointment may be arranged within an appropriate department. The appointment is for a five-year term, which may be renewed.

The position profile is available on request from the address below. Letters of application or nomination, including the names of three referees (who will not be approached without prior agreement of the candidate) and a current curriculum vitae, should be sent to the Principal, College of Health Disciplines, University of British Columbia, Room 400-2194 Health Sciences Mall, Vancouver, B.C. V6T 1Z3, by fax to (604) 822-2455, or by email to [rdm@interchange.ubc.ca](mailto:rdm@interchange.ubc.ca). Applications and nominations will be received until May 1, 2002, or until the position is filled.

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Preference will be given to people of Aboriginal ancestry.

The term First Nations is meant to be inclusive, and refers to all people of Aboriginal ancestry.

## Faculty Position in Photonics Department of Engineering Physics

The Department of Engineering Physics at McMaster University invites applications for a tenured or tenure track faculty position in the area of photonics. Applicants should have a PhD in Engineering Physics, Physics, Electrical Engineering, Materials Science and Engineering, or a closely related discipline. They should have interest and demonstrated expertise in one or more of the following areas: design, fabrication, characterization, and application of optoelectronic devices, development of advanced materials, applications of lasers, optical communication technology, nanotechnology, and display/imaging technology. The appointee will be expected to teach in both our graduate and undergraduate programs and to develop a strong, externally funded research program. The successful candidate will demonstrate a commitment to teaching and scholarly research, along with the ability to relate to industrial practice. Qualification to be registered as a Professional Engineer in the Province of Ontario, or become registered within three years of appointment, will be considered an advantage. Industrial experience or post-doctoral research experience would be an asset. The position offers the opportunity to interact with the existing Centre for Electrophotonic Materials and Devices (CEMD) and the Brockhouse Institute for Materials Research (BIMR), and to participate in the recently funded initiatives on Advanced Materials Technologies and Photonics Research. For more detailed information on the Departmental activities, please consult our Web page at <http://engphys.mcmaster.ca>.

Applicants should send a letter of application, curriculum vitae, statement of teaching and research interests, a selection of research publications, and the names and addresses of at least three referees to: Dr. Paul Jessop, Professor and Chair, Department of Engineering Physics, McMaster University, Hamilton, Ontario, Canada L8S 4L7.

This position is available immediately and will remain open until filled. Applications submitted by e-mail will not be accepted.

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal people, persons with disabilities, members of visible minorities, and women.

**McMaster University**  
ENGINEERING

### Change

**ROYAL ROADS UNIVERSITY**

requires a Director for our new Master of Arts program in Human Security and Peacebuilding. This faculty position will play a key role in the design, development and delivery of this interdisciplinary program which combines a theoretical understanding of human security with applied approaches to peacebuilding within the context of intrastate conflict and its aftermath.

**DIRECTOR, HUMAN SECURITY & PEACEBUILDING PROGRAM**

For responsibilities, qualifications and application procedures, visit our "Careers at RRU" page at:

**WWW.ROYALROADS.CA**

Direct inquiries to [ru-career-opportunities@royalroads.ca](mailto:ru-career-opportunities@royalroads.ca)

Royal Roads University is an equal opportunity employer, committed to the principle of equity in employment.

**ROYAL ROADS UNIVERSITY**

You can get there from here.



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There will be some administrative responsibilities. Scholarly activities, such as professional development and/or participation in research, are also expected. All qualified candidates are encouraged to apply, however Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all ages, including students, young people, and persons with disabilities. Interested candidates should send a letter of motivation, curriculum vitae, statement of career objectives, and the names and e-mail address of three references to: **Director of Software Engineering, University of Waterloo, Waterloo, Ontario Canada N2L 3G1** (e-director@uwaterloo.ca). Candidates should ask three names as references to direct supporting letters to the same address. This appointment is subject to the availability of funds.

**THE UNIVERSITY OF WATERLOO** — The Departments of Computer Science and Electrical & Computer Engineering seek applications for senior and junior Software Engineering faculty members. The University has an outstanding research record and a commitment to teaching, and should hold a doctoral degree in Software Engineering, Computer Engineering or Computer Science. A demonstrated record of industrial collaboration would be an asset. Candidates for the senior chair should be qualified for an academic position at the level of full professor. Candidates for the junior chair should be qualified for an academic position at the level of either a mature assistant professor or an associate professor. The chairholders will hold joint appointments in the Departments of Computer Science and Electrical & Computer Engineering, as tenured or tenure-track faculty members. The Chairs are funded by Softbank, and the associated research funds can be matched by provincial and federal funding programs up to \$2,000,000 over five years. It is expected that the chairholders' research programs will focus on problems in developing and maintaining large software systems: software architecture, feature interaction, testing and verification, program understanding, visualization, reverse engineering, software evolution. The University of Waterloo has one of the largest Software Engineering research groups in the country, with a long-term, time faculty members from the Departments of Computer Science and Electrical & Computer Engineering. These two departments together have a long history of collaborating with each other on undergraduate programs and research projects. In Software Engineering, we are planning to initiate a jointly sponsored undergraduate degree in Software Engineering. More information is available at <http://www.uwaterloo.ca/~compeng/>.

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# Human Resources Management

Brock University invites applications for the position of Human Resource Manager. The successful candidate will be responsible for:

- Full-time, tenure-track, at the discretion of the University depending upon qualifications. Compensation will be given in exceptional circumstances.

**QUALIFICATIONS**

Qualifications include a PhD (in completion) in Human Resources Management or an equivalent degree. Certified Human Resources Professional designation is preferred. Proven teaching and research in Strategic Human Resources Management. Management courses at the undergraduate level. The University is committed to a diverse and inclusive environment and encourages all to apply. All qualified candidates, Canadians and permanent residents are encouraged to apply.

**APPLICATION PROCEDURE**

Applications are accepted until the position is filled. All applications submitted, with a curriculum vitae and references, to:

**Dr. Eli Levonarin, Chair,  
Department of Management,  
Faculty of Business  
Brock University  
St. Catharines, ON Canada  
E-mail (preferred) [levonarin@brocku.ca](mailto:levonarin@brocku.ca)  
Web site: [www.brocku.ca](http://www.brocku.ca)**

**THE FACULTY OF BUSINESS**

The Department of Accounting and Management, Marketing and Human Resources Management is a dynamic unit which has approximately 50 full-time Business Administration (BBA) and Business Administration (BA) (BACC) degree, both with a Co-Op. Accounting with specialized co-ops in process to introduce an MBA in the candidacy stage of AACSB accreditation.

**AREA**

Brock University is located in the scenic Niagara peninsula, approximately 40 minutes from the manufacturing base in addition to tourism, recreation and entertainment area with an exceptional range of opportunities.

**SALARY**

Competitive and commensurate with experience.

can be found at <http://www.math.uwaterloo.ca/cadsofty/software/>. Applications should include a curriculum vitae and the names and e-mail addresses of three references. The application should be directed to Director: Dr. Joanne Allaire, Software Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 2G1; send to: [joanne.allaire@utoronto.ca](mailto:joanne.allaire@utoronto.ca). To expedite handling of applications, candidates should also those named as referees to direct supporting letters to the same address. These references are immediately available. Applications will be considered as soon as they are complete and as long as a position remains available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

**YORK UNIVERSITY** initiated a new undergraduate program in Space Engineering beginning Fall 2001 and invites applications for a tenure-track position in Space Engineering. The appointments are in the rank of assistant professor and is expected to be filled by January 1, 2003. Applicants should possess a doctoral degree in engineering or a related field, are required to be a member of the Professional Engineers of Ontario by December 31, 2003, and should demonstrate strong potential for excellence in research and teaching. We are seeking a candidate to curriculum innovation in the teaching of engineering. The Faculty of Pure and Applied Science currently includes over 160 faculty members and offers a complete range of bachelors and applied science programs with post-graduate study to the doctoral level in all disciplines. The Faculty is housed in a modern building on the well-established, elite Space and Communications Sciences undergraduate program (see <http://www.ssc.yorku.ca/>). Strong graduate research endowments in Space Science are housed in the Physics and Astronomy, and Earth and Space Science Programmes (see, for example, the September 2000 issue of Physics in Canada at <http://www.physics.ca/canada/>, 37:5100012/source.html) located in Toronto, Ontario. For further information concerning the Faculty see <http://www.socscience.yorku.ca/>. Applications, with curriculum vitae and the names of four references, should be sent to Search Committee Chair, Department of Physics and Astronomy, 128 Peter Street Building, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. Applications should be received by March 15, 2002. Applicants received after this date will also be considered if a position is still available. York University has an Affirmative Action Program with respect to its faculty and librarian appointments and the design of its programs to ensure racial/visible minorities, persons with disabilities, and aboriginal peoples. Persons in these groups

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entire engineering will have research experience in tissue engineering for the cardiovascular system and/or wound healing related area and will have access to biomaterials research facilities. These facilities include tissue culture laboratories, multiphoton confocal microscope, atomic force microscope, phase-contrast microscope, scanning electron microscopy, mechanical testing systems and other material characterization tools. The candidate will collaborate with the Heart Valve Laboratory at the Roberts Research Institute, the Mechanical Engineering Group of London and other biomaterials researchers on campus. Interested candidates should send their curriculum vitae and the name of three references to Dr. Franco Bernini, Dean, Faculty of Engineering, The University of Western Ontario, London, ON, N6A 5B9. The deadline for receipt of applications is April 30, 2002, or until the position is filled. The appointment start date is July 1, 2002 (or earlier). This position is subject to budget approval. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified women and men, including visible minorities, aboriginal persons and persons with disabilities.

**ENGLISH**

**THE UNIVERSITY COLLEGE OF CAPE BRETON** invites applications for a tenure-track English position at the rank of Assistant Professor to commence July 1, 2002, subject to budgetary approval. The successful candidate will teach

**UNIVERSITY OF GUELPH** invites nominations of Agricultural Economists and Business Administrators for a tenure-track administrative leadership in an academic setting of seven academic units within the College and with other units in the College and across agricultural and resource economics and service to government and industry to build on its strength in Agriculture programs. Bachelor of Arts, Bachelor of Environmental Science and Commerce through its courses in accounting. The Department offers M.Sc. and Ph.D. programs in Agricultural Economics, Food Resource Economics, International Economic and Environmental Economics. The University of Western Ontario has Canadian and international agricultural business MBA programs. It is also involved in

earned doctorate or equivalent qualification for a tenure-track position at the rank of Lecturer. Successful in an academic setting of higher education including teaching and extension linkages with various organizations.

confidence and should include a curriculum vitae may be contacted as referees. Deadlines for submission of Dr. TE MICHAELSON, Director of the University of Guelph, Guelph, Ontario, Canada N1G 2W1.

mitted to an inclusive environment that encourages its faculty encourage Canadian students of visible

**UNIVERSITY OF GUELPH**

**Position in Language**

Communication Sciences  
The University of Guelph invites applications for a tenure-track position in the Department of Communication Sciences. The selected candidate will have the opportunity to participate in a disciplinary initiative at McGill University with the recently created Centre for Language Acquisition, the Montreal Neurological Institute, and the Lady Davis Institute of Jewish General which have benefited from experimental facilities grants from the Canadian Institutes of Health Research. We are particularly interested in applicants with an established record of publishing in the bases of cognitive processing, imaging techniques, fMRI, PET, and EEG. Interested candidates should submit curriculum vitae and a statement of research interests to the name of the School of Disorders, University of Guelph, Canada N1G 2W1. All qualifications must be given priority to equity issues.

**l.ca**

European and World Literature and one more core course at the introductory level. Candidates should have a PhD (or near completion), research interests, publications and teaching experience in Modern American Literature and World Literature. The union affiliation of this position is with the UCBF Faculty Association of the University of California. UCBF is an equal opportunity employer. All qualified candidates are encouraged to apply, however, candidates and permanent residents will be given priority. Qualified candidates should send a letter of application quoting the reference number, a complete dossier including a curriculum vitae, academic transcripts and the names, addresses and telephone numbers of three references to the University College of Cape Breton, Director, Human Resources, P.O. Box 5300, Sydney, NS, B1P 6T2 no later than 4:00 p.m. April 5, 2002. Please quote reference number: ENG02021 on all correspondence.

**EUROPEAN STUDIES**

**THE UNIVERSITY OF BRITISH COLUMBIA**  
The Institute for European Studies invites applications for a senior scholar in Germany and European Studies for a period of one year, effective July 1, 2002. This position may be renewable twice for a maximum of three years. The candidate in question will have a PhD and a distinguished record of teaching and research in political science or history, with particular expertise in modern Germany and in European-North American relations. The successful candidate will work as part of a team at the Institute for European Studies, which promotes teaching and research on Europe and the European

**RURAL ECONOMICS**  
**RURAL COLLEGE**

...and applications for the positions of... We are searching for candidates in Economics, Agricultural Business or... The position is available July to... across the University through its... and business. The Department... industry organizations. Department... Economics and Resource... The Department offers under-... Commerce, Bachelor of Science in... are significantly to undergraduate... finance, marketing, operations... programs in production economics... and agricultural policy, and a... with the Department of Economics... management development through... the University's PhD program in...

...of one of the academic dis-... full professor. They must provide... and a record of scholarship... complementing both long- and short-... revenue generation, attraction of... They must also have the capaciti-... the academic community and...

...vinae and the names and... for applications is April 30,

...Associate Dean, Ontario  
2N1 or Fax (519) 760-1423

**UNIVERSITY OF CALIFORNIA**  
**DELPH**

...higher learning with some... as well as an important cadre...

**the Neuroscience**

...of research in the neural... higher levels of language... in multidisciplinary neural... (e.g. MEG, TMS, ERP... is preferred

...applicants should send their... and a short statement of... interests, selected references, and... and contact information of... to **Shari R. Baum, Ph.D.**  
**Communication Sciences**  
**McGill University, 1206 Pine**  
**Avenue, Montreal, QC H3G 1A8,**  
**June 1st, 2002**

...candidates are encouraged to apply... and permanent residents will... by McGill University is committed... employment

**THE UNIVERSITY OF BRITISH COLUMBIA** — The Institute for European Studies invites applications for a senior scholar in German and European Studies for a period of one year, effective July 1, 2002. This position may be renewable twice for a maximum of three years. The candidate in question will have a PhD and a distinguished record of teaching and research in political science or history, with particular expertise in modern Germany and in European-North American relations. The successful candidate will work as part of a team at the Institute for European Studies, which promotes teaching and research on Europe and the European

**THE UNIVERSITY COLLEGE OF CAPE BRETON** invites applications for a tenure-track English position at the rank of Assistant Professor to commence July 1, 2002, subject to budgetary approval. The successful candidate will teach

The Ontario Agricultural College, University of Guelph invites nominations and applications for the position of Chair in the Department of Agricultural Economics and Business. We are searching for candidates with scholarly distinction in the disciplines of Agricultural Economics, Agricultural Business or Business, and demonstrated administrative leadership in an academic setting. The position is available June 1, 2002. The Department is one of seven academic units within the Ontario Agricultural College. The 18 member faculty interact extensively with other units in the College and across the University through its teaching and collaborative research in agricultural and resource economics and business. The Department has a rich history of research excellence and service to government and industry organizations. Department research objectives are to continue to build on its strength in Agricultural Economics and Resource Economics and expand its more recent emphasis on research in Agribusiness. The Department offers undergraduate majors in four degree programs: Bachelor of Arts, Bachelor of Commerce, Bachelor of Science in Agriculture, Bachelor of Science in Environmental Science and contributes significantly to undergraduate business programs across the university through its courses in accounting, finance, marketing, operations management and business policy. The Department offers M.Sc. and PhD programs in production economics, natural resource economics and agribusiness. The Department also offers a graduate program in collaborative PhD program in Resource and Environmental Economics with the Department of Economics. The Department contributes to Canadian and international agribusiness management development through both its residential and electronic MBA programs. It is also involved in the University's PhD program in Rural Studies.

Qualified candidates must have an earned doctorate or equivalent qualifications in one of the academic disciplines listed above and be eligible for a tenured position at the rank of full professor. They must provide evidence of administrative and leadership success in an academic setting, and a record of scholarship. Candidates must also be able to articulate a vision for formulating and implementing both long- and short-term goals and policies in an institution of higher education including revenue generation, attraction of research support and development of programs with national significance. They must also have the capacity to support and promote research, teaching and extension linkages across the academic community and to artificial industry and government organizations.

Applications will be treated in confidence and should include a curriculum vitae and the names and addresses of three persons who may be contacted as referees. Deadline date for applications is **April 30, 2002**.

Applications and nominations should be submitted to Dr T.E. Michaels, Associate Dean, Ontario Agricultural College, University of Guelph, Guelph, Ontario N1G 2W1 or Fax (519) 766-1423

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

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# McGill

McGill is one of Canada's oldest and most prestigious institutions of higher learning with some 30,000 full-time and part-time students, over 1,300 tenure-track professors as well as an important cadre of non-academic staff.

## Faculty Position in Language Neuroscience

The School of Communication Sciences & Disorders of McGill University invites applications for one junior tenure-track appointment at the Assistant/Associate Professor level. The selected candidate will have the opportunity to participate in a major multidisciplinary initiative at McGill including collaborations with the recently-established Centre for Research on Language, Mind and Brain, the Montreal Neurological Institute, and the Lady Davis Institute of the Sir Mortimer B. Davis Jewish General Hospital, all of which offer excellent research and administrative facilities. Financial support for the position will be made possible by grants from the Canada Foundation for Innovation. We are particularly interested in applicants with an establish-

lished record of research in the neural bases of higher levels of language processing. Expertise in multi-modal neural imaging techniques (e.g., MEG, TMS, EIMRI, PET) is preferred.

Interested applicants should send their curriculum vitae and a short statement of research interests, selected reprints, and the names and contact information of three referees to: **Shari R. Baum, Ph.D.**, School of Communication Sciences & Disorders, McGill University, 1206 Pine Avenue West, Montreal, QC H3G 1A8, Canada by June 1st, 2002.

All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. McGill University is committed to equity in employment.

[www.mcgill.ca](http://www.mcgill.ca)









# CAREERS

should send a letter of application quoting the reference number, academic transcript, curriculum vitae and the names, addresses and telephone numbers of three references to the contact person no later than 4:00 p.m. March 29, 2002. University College of Cape Breton, Director of Human Resources, P.O. Box 5300, 1255 Grand Lake Road, Sydney, Nova Scotia, B1P 6J2. Tel: 902-563-1155. Fax: 902-563-1458. Please quote reference number H50202 if correspondence.

**WILFRID LAURIER UNIVERSITY** — The Department of History invites applications for a 12-month, limited-term position in Renaissance and Reformation history. The appointee will be at the Assistant Professor rank and will commence 1 July 2002, subject to budgetary approval. The successful applicant will be expected to teach courses at the second, third and senior year levels in early modern European and Renaissance and Reformation history. Expertise in continental Europe is preferred. The successful applicant will preferably have a PhD and teach strength in both teaching and research. Please send a curriculum vitae, a statement of teaching and research interests, and arrange to have three letters of reference sent to Dr. George Urbanik, Chair, Department of History, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5. Deadline April 12th, 2002. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be considered first for the position. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

**WILFRID LAURIER UNIVERSITY** — The Department of History invites applications for a 12-month, limited-term position in Twentieth-Century European history. The appointee will be at the Assistant Professor rank and will commence 1 July 2002, subject to budgetary approval. The successful applicant will be expected to teach a survey of European history from 1870 to 1918 and specialized courses at the third and senior year levels. Expertise in Eastern and Central European history is preferred. The successful applicant will preferably have a PhD and teach strength in both teaching and research. Please send a curriculum vitae, a statement of teaching and research interests, and arrange to have three letters of reference sent to Dr. George Urbanik, Chair, Department of History, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5. Deadline April 12th, 2002. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be considered first for the position. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

## HUMAN JUSTICE

**THE UNIVERSITY OF REGINA** — The School of Human Justice invites applications for a one-year term appointment from 1 July 2002 to 30 June 2003. The successful applicant will have a primary interest in the teaching and research in the field of law, and particularly in how legal concepts, practices, and strategies can be used to foster criminal, restorative, and social justice. The successful candidate will be expected to teach (preferably at the postgraduate level) or a post-graduate degree in another discipline (preferably at the doctoral level). Profrat experience in law or a justice-related field will also be given consideration in the selection of the successful candidate. Rank and salary will be commensurate with the candidate's qualifications and experience, but it is expected that the appointment will be at the Assistant Professor level. Applications will be received until the position is filled and will include a curriculum vitae, a statement of teaching and research interests, and a description of the candidate's employment record and professional experience or involvement with issues or programs related to law and justice. The candidate must also arrange to have three letters of reference sent to the contact person. Applications should be sent to Dr. M. Kuntz, Dean, Faculty of Arts, University of Regina, Regina, SK S4S 0A2, Fax: (306) 585-5358. The University of Regina is committed to the principle of employment equity. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority.

## HUMANITIES

**THE UNIVERSITY OF KING'S COLLEGE** invites applications for the position of Research Fellow in the Foundation Year Programme (one-year seasonal contract beginning 1 July 2002 with possibility of two renewals). Duties include teaching and marking responsibilities in an interdisciplinary programme for first-year students which considers Western thought and culture (including literature, history, philosophy, religion and art from ancient Greece to the present, approximately six hours a week of classes plus eight hours attendance at lectures). All candidates will have an MA or equivalent in some area of humanities or social sciences as a minimum. The position is subject to enrollment. Salary approximately \$23,860 to \$28,233 (2001-2002). Applications, including a curriculum vitae, three letters of reference and teaching evaluations, should be sent to Dr. Stephen Ross, Director, Foundation Year Programme, University of King's College, Halifax, Nova Scotia B3H 2A1. Closing date in accordance with April 2002. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of King's College is an equal opportunity employer.

## INDUSTRIAL DESIGN

**CARLETON UNIVERSITY** — Applications are invited for a tenure-track position at the Assistant Professor level in the School of Industrial Design. Commencing July 1, 2002. This position is subject to budgetary approval. We are looking for a team player with a strong commitment to teaching and research. Applicants will be evaluated on the basis of demonstrated abilities in three areas: Experience in industrial design practice is desirable. An interest in design education, ecological design issues or design ethics would be an asset. A professional degree in industrial design and an advanced degree, preferably at the PhD level, in the discipline or a related field are required. The school's four-year program leads to a Bachelor of Industrial Design (BID) degree. The successful candidate will teach studio and/or courses in design history,

design methodology and/or design theory. Currently the school is planning a graduate program at the master's level. The successful candidate will be expected to play an active role in this development. Applications should send their curriculum vitae and design portfolio to: Dr. Marguerite MacKenzie, Head, Department of Industrial Design, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. Telephone: (613) 520-5672, Fax: (613) 520-4465. Candidates should arrange to have three letters of reference sent to the contact person. Information on the School and its program can be obtained from our website, <http://www.wlu.edu>. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal people, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply.

## INTERDISCIPLINARY STUDIES

**WILFRID LAURIER UNIVERSITY** — The Bradford Campus invites applications for a tenure stream appointment beginning July 1, 2002 in its interdisciplinary program in Contemporary Studies. The successful applicant will be responsible for teaching first-year courses in regional, global and environmental issues and will also be required to teach other courses in his or her area of specialization. A completed PhD and strength in both teaching and research are strongly recommended. The successful applicant will submit a full curriculum vitae and three letters of reference, should be sent to: Dr. Leo Groarke, Dean of the Bradford Campus, Wilfrid Laurier University, 73 George St., Bradford, ON N3T 2Y3. The deadline for applications is April 15. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be considered first for the position. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

## INTERNATIONAL STUDIES

**THE UNIVERSITY OF NEW BRUNSWICK AT SAINT JOHN** — The Faculty of Arts invites applications for a 9-month term position in International Studies, commencing August 19, 2002. The International Studies program has been designed to provide students with a broad introduction to historical, social, political and economic aspects of developing and developed regions. The successful applicant will be expected to teach a broad Global Issues course, as well as a regional course reflecting higher regional expertise. Other teaching commitments will reflect the disciplinary background of the successful applicant. The position will be located in the Department of Social Science. Thus, this position will be particularly interesting to applicants from the disciplines of Sociology, Geography, Economics, and Anthropology. Current programs of study include the following: Candidates with expertise in Ethnicity, Sociology of Religion, Area Studies, Asia and/or Africa, and especially experience in applying to the field should have a Doctorate (or near completion), university-level teaching experience and a strong research record. The appointment will be at the Lecturer or Assistant Professor level, and is subject to budgetary approval. Applicants should send a curriculum vitae and the names and addresses of three references, to be received by April 15, 2002, to: Dr. Robert Macdonald, Dean, Faculty of Arts, University of New Brunswick, P. Box 5050, Saint John, New Brunswick, E2L 4E5. Fax: 506-548-5611. Questions concerning the position may be directed to Dr. J. M. C. Burns, Chair, Department of Social Science at [burnsmc@unb.ca](mailto:burnsmc@unb.ca). All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of Employment Equity.

## KINESIOLOGY & PHYSICAL EDUCATION

**WILFRID LAURIER UNIVERSITY** — The Department of Kinesiology and Physical Education invites applications for a tenure track position at the Assistant Professor level commencing July 1, 2002, subject to budgetary approval. Applicants should have experience and be able to teach undergraduate courses in adapted physical activity and human growth and motor development. Applicants should have a PhD, evidence of commitment to and superior ability in teaching, as well as an active program of research with strong potential for external funding. Applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a statement regarding teaching experience and interests, and arrange for at least three letters of reference to be forwarded to Dr. Stephen Ross, Chair, Department of Kinesiology and Physical Education, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario N2L 3C5. All materials should be received by March 29, 2002. Wilfrid Laurier University is committed to employment equity and encourages applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and permanent residents will be considered first for this position.

## LINGUISTICS

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND** — The Linguistics Department is seeking to make a tenure-track appointment at the rank of Assistant Professor, effective 1 September 2002, subject to budgetary approval. Qualifications: PhD in Linguistics with specialization in language acquisition and either phonology or syntax, and ideally with good knowledge of acoustic phonetics, a demonstrated record of effective teaching at the undergraduate and, if possible, graduate level, and a strong record of research potential. An interest in language variations, historical linguistics, language disorders, and/or experience with aboriginal languages (especially Inuktitut or the Algonquian family) is highly desirable. The successful candidate will be expected to teach a range of courses at both the undergraduate and graduate level, to supervise graduate students, to establish a productive and high-quality research program, and to contribute to the administrative duties of the department. Please send a letter of application, a curriculum vitae, the names and addresses of three referees, and any supporting documents, including a teaching evaluation, to: Dr. Marguerite MacKenzie, Head, Department of Linguistics, Memorial University of Newfoundland, St. John's, Nfld. Canada A1B 3X9. Fax: (909) 733-4000, email: [linguist@mun.ca](mailto:linguist@mun.ca). Deadline for receipt of applications is April 1, 2002. Memorial University is the largest university in Atlantic Canada. As the government of Newfoundland, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great history, charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

## MATHEMATICS

**WILFRID LAURIER UNIVERSITY** — The Department of Mathematics invites applications for one or more one-year limited term positions in Mathematics, subject to budgetary approval. The successful applicant should have completed or have near completion of a PhD in any area of mathematics that is commensurate with the department's offerings and should demonstrate evidence of potential for excellence in teaching. Preference will be given to individuals who can support the Department's undergraduate Financial Mathematics program. [www.wlu.ca/math/finance](http://www.wlu.ca/math/finance). Salary and rank will be based on qualifications. Applicants should submit a current curriculum vitae, copies of recent publications, a statement of research and teaching objectives, and the names and addresses of at least three referees to: Dr. David C. Vaughan, Chair, Department of Mathematics, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario N2L 3C5. Email: [math@wlu.ca](mailto:math@wlu.ca). Telephone: (519) 884-0710, ext. 2282, fax: (519) 884-9738. Information about the Department can be accessed at [www.wlu.ca/math](http://www.wlu.ca/math). The deadline for applications for the above positions is May 1, 2002. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

**THE UNIVERSITY OF REGINA** — Applications are invited from individuals wishing to participate in a M.T.A.C.S. project coordinated through the Department of Mathematics and Statistics. This is a year-long postdoctoral fellowship commencing April 1, 2002 or as soon after that date as possible. Successful candidates will have recently completed a PhD degree. The postdoctoral fellow is expected to spend approximately half the time working on the M.T.A.C.S. industrial projects, and the remaining time on developing his/her own research program. The research area of mathematics is graph theory and supervision will be provided by Dr. Brian Alspach. The industrial projects are graph theoretic in nature. Interested applicants should send curriculum vitae and three letters of reference to: Dr. Brian Alspach, Department of Mathematics and Statistics, University of Regina, Regina, Saskatchewan, S4S 0A2, Canada. Tel: (306) 585-4448, Fax: (306) 585-4020, e-mail: [alspach@math.uregina.ca](mailto:alspach@math.uregina.ca). <http://www.math.uregina.ca>. The closing date for applications is 21 March 2002, however, applications will continue to be accepted until the position is filled.

**THE AMERICAN UNIVERSITY IN DUBAI** — The best opportunities appear in the most unexpected places. Like on the other side of the world. The American University in Dubai is the first and only American-accredited University in the Gulf. As part of the American InterContinental University (Atlanta, Georgia) our students come from more than 120 countries, creating a dynamic international environment rich in cultural diversity. On campus, our students experience a typical US-based campus lifestyle. Off campus, they can explore the exciting cosmopolitan city of Dubai with modern amenities amidst ancient colorful traditions. Dedicated to enabling our diverse, international students to achieve high personal and professional goals, our unique location and international flavor affords our faculty unparalleled opportunities. The School of Business Administration at AUD offers a BBA Program with six concentrations and an MBA Program in International Business. The School seeks doctorally-qualified applicants (Ph.D. or equivalent in Accounting, Management and Marketing Communications / Advertising) for full-time appointments at the rank of Assistant/Associate Professor, to start in September 2002. Candidates must be able to demonstrate significant promise of teaching effectiveness. Not only will you enjoy the unique opportunities that our location provides, you will receive competitive tax-exempt basic salary, housing, annual two-way airfare, contributory private health/life insurance, professional memberships, conference attendance expenses, assistance with children's tuition, and other components. Applications will be received and evaluated until these positions are filled. Candidates must send an up-to-date CV with the names and addresses of three referees (preferably academics), to the attention of:

the position is filled. Applicants should arrange for three letters of reference to be sent directly to the above address. Review of the applications will begin immediately. Salary will be \$42,000 Canadian dollars. This position is exempt from Canadian Employment and Immigration Act and is not subject to immigration status in Canada. The successful applicant is committed to the principle of equity. This position is subject to budget approval with a decision expected by the end of February 2002.

**SIMON FRASER UNIVERSITY** — The Department of Mathematics invites applications for a 2-year Canada Research Chair in applied and computational mathematics. The Canada Research Chair Program is supported by the Government of Canada and was established to enable Canadian Universities to achieve the highest levels of research excellence. Information about the program may be found at <http://www.chirs.gc.ca>. Candidates should have a PhD, be identifiable as having the potential to lead their fields in research, and have demonstrated interest and ability in teaching. Applications will be made in accordance with the university's strategic research plan. See our web page at <http://www.mathsfu.ca> for further information on the department, the salary and rank will be based on qualifications and experience. The appointment will be made at the assistant or associate professor level. The start date is expected to be between January 1, 2003, and September 1, 2003. SFU is committed to the principle of equity in employment and encourages applications from all qualified candidates, including aboriginal people, persons with disabilities, members of visible minorities, and persons of diverse backgrounds. Canadians and permanent residents will be given priority. Applications, including a curriculum vitae and descriptions of research plans and teaching activities, should be sent by May 1, 2002, to: CRC Search Committee, Department of Mathematics, Simon Fraser University, 8888 University Drive, Burnaby BC V5A 1S6, Canada. E-mail: [CRCSearch@mathsfu.ca](mailto:CRCSearch@mathsfu.ca). Please arrange for letters of reference to be sent, in confidence, from six referees. We thank all applicants in advance, only those short-listed will be contacted. The position is subject to final budgetary approval.

**THE UNIVERSITY OF WATERLOO** — The Department of Applied Sciences invites applications for a tenure-track position in the Department of Applied Sciences (CRQ in the broad area of Scientific Computation). The CRC Program has been established with the objective of enabling Canadian universities to foster research excellence by attracting the best researchers from both within and outside Canada. Further details on the CRC program may be viewed at <http://www.chirs.gc.ca>. The Department of Applied Sciences, one of five Departments in the Faculty of Mathematics at the University of Waterloo, is an active centre of research, with interests in a wide variety of areas, including Control Theory, Dynamical Systems, Electronics, Fluid Mechanics, Ordinary and Partial Differential Equations, Quantum Theory, Relativity, and Scientific Computation. There are also close collaborations with the Faculty of Engineering and Science in the University. Further information about the department may be obtained from [www.math.uwaterloo.ca/AM\\_DeptHomepage.html](http://www.math.uwaterloo.ca/AM_DeptHomepage.html). The Department is seeking an individual with an outstanding research record, who will play a leading role in the expansion of its activities in Scientific Computation, and contribute to the development of the proposed Centre for Computational Mathematics and Mathematical Software in the Faculty of Mathematics. The successful applicant will have a strong mathematical background with emphasis on computation, and significant experience in one or more applied areas. The potential to establish an active research group of graduate students and postdoctoral fellows, and to interact with researchers in departments in the Faculty of Science and Engineering, are also essential requirements. Applicants complete with a curriculum vitae and the names of three referees, should be sent to: Dr. J. Wamshuis, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, ON, Canada N2L 3G1. Applications will be considered at any time until the position is filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

**THE UNIVERSITY OF WATERLOO** — Applications are invited for the position of postdoctoral fellow in biostatistics to be held in the Department of Statistics and Actuarial Science. The fellowship is aimed at supporting the development of statistical methodology and software for the analysis of event history data. Event history data is the term used to describe information on the nature and timing of events occurring over the lifetimes of individuals or units. These data can arise from observing complex processes, in settings such as medicine, manufacturing, sociology, demography, epidemiology, and public health. The types of problems motivating the research in this position occur in clinical research. There will be contact and collaboration with health researchers in hospitals, research organizations, and the pharmaceutical industry. Specific areas of research include the analysis of recurrent events, multi-state models, and design for studies of complex disease processes. Faculty in the department with interests in biostatistics include: K.S. Brown, R. Cook, J.F. Lawless, D.E. Matthews, R.J.

## Dalhousie University Lecturer/Assistant Professor Management Information Systems

The School of Business Administration invites applications for a position in MIS at the rank of Lecturer or Assistant Professor. Presently, the position is a one-year limited term appointment, but may change to tenure track.

Minimum requirements for the limited term appointment are a master's degree in an appropriate discipline with teaching and/or industry experience. A PhD in relevant discipline and evidence of teaching effectiveness and research potential would be required if the position were tenure track.

The appointment involves teaching at the undergraduate and graduate levels. Position available July 1, 2002. Salary: Competitive. Further information on the University, the Faculty of Management, and the School of Business can be found at [www.mgmt.dal.ca/sb](http://www.mgmt.dal.ca/sb)

In accordance with Canadian Immigration requirements, all qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women. Applicants should send a complete cv (education history, teaching, research and other pertinent work), curriculum vitae, and a list of publications and presentations, names of three references including addresses and telephone numbers) and a sample of research work to:

Dr. Blyth Archibald, Chair  
MIS Search Committee  
School of Business, Dalhousie University  
6152 Coburg Road, Halifax, Nova Scotia, B3H 1Z5, Canada  
Voice: (902) 494-1818  
Fax: (902) 494-1107  
Email: [Blyth.Archibald@Dal.ca](mailto:Blyth.Archibald@Dal.ca)

The closing date is March 31, 2002, but will remain open if the position is not filled.



## The best opportunities appear in the most unexpected places.

Like on the other side of the world. The American University in Dubai is the first and only American-accredited University in the Gulf. As part of the American InterContinental University (Atlanta, Georgia) our students come from more than 120 countries, creating a dynamic international environment rich in cultural diversity. On campus, our students experience a typical US-based campus lifestyle. Off campus, they can explore the exciting cosmopolitan city of Dubai with modern amenities amidst ancient colorful traditions. Dedicated to enabling our diverse, international students to achieve high personal and professional goals, our unique location and international flavor affords our faculty unparalleled opportunities.

The School of Business Administration at AUD offers a BBA Program with six concentrations and an MBA Program in International Business. The School seeks doctorally-qualified applicants (Ph.D. or equivalent in Accounting, Management and Marketing Communications / Advertising) for full-time appointments at the rank of Assistant/Associate Professor, to start in September 2002. Candidates must be able to demonstrate significant promise of teaching effectiveness. Not only will you enjoy the unique opportunities that our location provides, you will receive competitive tax-exempt basic salary, housing, annual two-way airfare, contributory private health/life insurance, professional memberships, conference attendance expenses, assistance with children's tuition, and other components. Applications will be received and evaluated until these positions are filled. Candidates must send an up-to-date CV with the names and addresses of three referees (preferably academics), to the attention of:

Dr. Lance de Masi, President and Chief Academic Officer.

The American University in Dubai

P.O. Box 28282, Dubai, UAE. Fax: +971 4 3998899. E-mail: [Idemas@aud.edu](mailto:Idemas@aud.edu)

[www.aud.edu](http://www.aud.edu) [www.auniv.edu](http://www.auniv.edu)

Applicants under consideration will be contacted for a follow-up interview.

The American University in Dubai is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools (1866 South Lane, Decatur, Georgia 30033-4097, USA; Tel: 1-404-679-4501) to award Associate, Bachelor and Master degrees. The University is licensed by the DC Education Licensure Commission and the State of Georgia Nonpublic Postsecondary Education Commission (NPEC). The DC Education Licensure Commission is located at 941 North Capitol Street NE, Washington, DC and NPEC at 2189 Northchase Parkway, Building 10, Suite 100, Tucker, Georgia, 30084-4113.







# CARRIÈRES

to [grutter@physic.mcgill.ca](mailto:grutter@physic.mcgill.ca). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

**THE UNIVERSITY OF WATERLOO** — The Department of Physics invites applications for tenure-track positions at the Assistant, Associate, and Full Professor levels in one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantum gravity, black hole thermodynamics, noncommutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) quantum field theory, including early-universe and inflationary cosmology, standard model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments, and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Tel: (519) 888-4567, Ext. 6311. E-mail: [physic@uwaterloo.ca](mailto:physic@uwaterloo.ca). Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our web page: <http://www.physic.uwaterloo.ca/physic>. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This advertisement is subject to the availability of funds.

**THE UNIVERSITY OF WATERLOO** — The Department of Physics invites applications for two tenure-track positions at the Assistant Professor level (one exceptional case an appointment at a higher level is possible) in the field of photonics. The positions are in the newly formed Ontario Photonics Consortium. Candidates in all areas of photonics will be considered, with particular emphasis given to the following research areas: optical communication devices or systems, ultrafast photonics, photonic materials, quantum optics and quantum information. Further information about the Department can be found on our web page: <http://www.physic.uwaterloo.ca/physic>. Applicants must have a PhD degree, a record of research accomplishments, normally achieved through postdoctoral experience and promise for excellence in teaching. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be received by April 1, 2002, and addressed to Dr. Donna Strickland, Chair of Search Committee, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Tel: (519) 888-4567 Ext.

6331. E-mail: [physic@uwaterloo.ca](mailto:physic@uwaterloo.ca). All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This advertisement is subject to the availability of funds.

**POLITICAL SCIENCE**  
**THE UNIVERSITY OF TORONTO** — The Department of Political Science invites applications for a tenure-track position in the field of Political Economy of Development. The position will be at the rank of Assistant Professor, beginning July 1, 2002. The Department is seeking applicants with a strong theoretical orientation, knowledge of the core literature in comparative politics and/or development studies, and superior research and teaching abilities. Preference will be given to candidates with expertise in Africa, Latin America or South Asia, but candidates with other regional specializations will be considered. Applicants should ask three referees to send a letter of recommendation under separate cover to the address below before the deadline. Applicants should also send a curriculum vitae, writing sample, a teaching dossier, and a statement of their current and future research interests to: Professor Robert Vipond, Chair, Department of Political Science, University of Toronto, 100 St. George Street, Room 3018, Toronto, Ontario, Canada, M5S 3G5. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants must have a PhD or be near completion. The University of Toronto is strongly committed to diversity with special emphasis on the recruitment of women and persons with disabilities. The University of Toronto offers the opportunity to teach, conduct research, and in one of the most diverse cities in the world. The University also offers opportunities to work in a range of collaborative programs including Aboriginal, Canadian, and international studies, gender diversity, gender and women's studies. Closing date for applications is March 15, 2002.

**THE UNIVERSITY OF OTTAWA** — The Department of Political Science invites applications for a tenure-track position at the rank of Assistant Professor in the area of political thought, beginning July 1, 2002. This position is subject to budgetary approval. Preference will be given to candidates whose research interests are in political thought and theory, and who possess a strong background in the history of political and social thought (ancient or modern). Candidates should hold a PhD by the date of their appointment, or be about to receive the degree, and (b) must be able to teach in French and in English. Please send an application letter outlining research areas, a curriculum vitae, a copy of relevant publications, and three (3) letters of recommendation to: Professor Chair Turene Sjölander, Chair, Department of Political Science, University of Ottawa, 25 Laurier East, PO Box 450, Stn. A, Ottawa Ontario K1N 6N5. Application deadline: March 25, 2002. In accordance with Canadian Immigration Regulations, Canadian citizens and permanent residents of Canada will be given priority. The University of Ottawa is committed to employment equity.

**THE UNIVERSITY OF OTTAWA** — The Department of Political Science invites applications for a tenure-track position at the rank of Assistant Professor in the area of international development, beginning July 1, 2002. This position is subject to budgetary approval. Preference will be given to candidates whose research interests are in fields such as theories of international development, political economy of development, development and globalisation. Areas of specialisation (Africa, Latin America, Asia) would be an asset. Candidates should hold a PhD by the date of their appointment, or be about to receive the degree, and (b) must be able to teach in French and in English. Please send an application letter outlining research areas, a curriculum vitae, a copy of relevant publications, and three (3) letters of recommendation to: Professor Chair Turene Sjölander, Chair, Department of Political Science, University of Ottawa, 25 Laurier East, PO Box 450, Stn. A, Ottawa Ontario K1N 6N5. Application deadline: March 25, 2002. In accordance with Canadian Immigration Regulations, Canadian citizens and permanent residents of Canada will be given priority. The University of Ottawa is committed to employment equity.

**WILFRIED LAURIER UNIVERSITY** — The Brandon Campus invites applications for a tenure track position in interdisciplinary studies and research in global and environmental issues (subject to budgetary approval). Candidates with background in Economics, Environmental Studies, Political Science, Sociology and other relevant disciplines are encouraged to apply. Please see our advertisement under "Interdisciplinary Studies".

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND** — The Department of Political Science seeks to fill a tenure-track position at the Assistant Professor level, to begin September 1, 2002. The person appointed will have a research and teaching interest in Canadian and comparative public policy, with particular concentration in administrative public policy at the regional and provincial levels. The ability to teach introductory courses in Canadian political process and institutions will be essential. A teaching and research interest in Newfoundland politics, health policy, regional development policy, or social policy would be an asset. The successful candidate will be expected to teach at both the undergraduate and M.A. levels and to spearhead the development of undergraduate and graduate programs in public policy as well as coordinating with Memorial University's Public Policy Research Centre. Applicants should have a completed PhD at the time of appointment and a strong record of research and scholarly research. The post is subject to final budgetary approval. Applicants should submit a curriculum vitae, reprints of recent publications, statements of research interests and teaching philosophy, and the names and addresses of the referees to: Dr. Peter G. Bowtell, Head, Department of Political Science, Memorial University of Newfoundland, St. John's, NF, A1B 3X9, Fax: (709) 737-4000, email: [pbowtell@mun.ca](mailto:pbowtell@mun.ca). The closing date for receipt of applications is April 30, 2002. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 6,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life, and easy access

to a wide range of outdoor activities. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

**DALHOUSIE UNIVERSITY** — The Department of Political Science invites applications for a full-time limited term appointment as Assistant Professor or lecturer for a 3-year contract commencing July 1, 2002. The appointment will be in the areas of Comparative Politics and Governance and Comparative development. The successful applicant must be capable of teaching a course in Comparative Politics as well as advanced undergraduate/graduate classes from a comparative perspective in either or both African or Latin American politics and preferably will hold a PhD or equivalent. This position is subject to budgetary approval. Deadline for applications is April 30th, 2002. Candidates should submit an application, including a c.v. and the names of three referees to: Chairperson, Department of Political Science, Dalhousie University, Halifax, Nova Scotia, B3H 4H5, Fax: (902) 494-3825. For further information call: (902) 494-2356 or e-mail: [Jennifer.Smith@dal.ca](mailto:Jennifer.Smith@dal.ca). All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

**PSYCHOLOGIE**  
**UNIVERSITY OF ALBERTA** — La Faculté Saint-Jean sollicite des candidatures de charge de cours, à temps plein, en psychologie. La date d'entrée en fonction sera le 1er septembre 2002, et le contrat se terminera le 30 juin 2003. Ce poste a une possibilité de renouvellement. Le salaire est déterminé par le Convention collective des charges de cours et autres employés temporaires de la University of Alberta. Les candidats doivent, au minimum, être en cours d'étude doctorale en psychologie et posséder un bon dossier d'enseignement. Une excellente maîtrise de la langue française est aussi requise. La personne choisie sera appelée à enseigner entre autres Introduction à la psychologie, la psychologie du développement, de la person-

nalité et de l'apprentissage, ainsi que la psychologie sociale au premier cycle universitaire. La University of Alberta encourage les candidatures de toute personne qualifiée, cependant, la priorité est accordée aux citoyens, résidents et aux résidents permanents. En l'absence de candidat(e) citoyen(ne) canadien(ne) ou résident(e) permanent(e) répondant aux exigences du poste, nous considérerons d'autres personnes. La date limite pour soumettre sa demande est le vendredi 5 avril 2002 (jusqu'à 17h). Le poste est considéré comme un poste à temps plein. Les dossiers d'enseignement et les noms de trois répondants à la date énoncée ci-dessus doivent être envoyés à: John A. Boggins, Vice-doyen des affaires académiques, Faculté Saint-Jean, University of Alberta, Edmonton, rue Marie-Anne-Gaboury (S1 S1), 8400, AB T6C 4G2, Téléphone: (780) 465-5760. Les dossiers reçus pour ce concours seront gérés selon les dispositions de la loi de l'accès à l'information et de la protection des renseignements personnels. La University of Alberta respecte le principe d'équité en matière d'emploi. Comme employeur, elle favorise la diversité dans le milieu du travail et encourage les candidatures de toute personne qualifiée, femmes et hommes, y compris les autochtones, les personnes handicapées et les membres des minorités visibles.

**PSYCHOLOGY**  
**MCGILL UNIVERSITY** — The Department of Psychology invites applications for a tenure-track position at the Assistant or Junior Associate Professor level in Quantitative Psychology. The position may be in any area of quantitative psychology (mathematical models, psychometrics or statistics) but candidates involved in the development of data analysis techniques appropriate to behavioural or neural science are particularly encouraged to apply. Applicants at the Assistant Professor level should present evidence of the ability to establish a record of research and to teach at the graduate level, and applicants at the Associate Professor level should have such a record. Applicants are expected to have a doctorate in psychology or a closely related field at the time of appointment. All applicants are expected to have an aptitude for undergraduate and graduate teaching. Review of applications will begin March 1, 2002 and continue until suitable candidates have been identified. Candidates should submit a curriculum vitae, a description of research interests and academic goals, a description of their

teaching interests, experience and philosophy, and some selected reports of publications. They should also arrange for three confidential letters of recommendation to be sent to: Chair, Quantitative Psychology Search Committee, Department of Psychology, McGill University, 1205 H3A 1B1. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

**ALGOMA UNIVERSITY COLLEGE** — Department of Psychology invites applications for one tenure-track and one term appointment, with broad teaching experience in one or more of the following areas: differential psychology, neuropsychology, physiological psychology, social psychology and psychometrics/statistics. Both appointments are subject to budgetary approval. Successful applicants will hold a PhD, with demonstrated commitment to and excellence in undergraduate teaching, and potential to develop a research program. The Psychology program at AUC presently offers both general and honours degrees, with emphasis on a broad knowledge base, skill development, and collaborative research. Applications, including a Curriculum Vitae and the names of three referees should be sent to: Dr. Arthur Peplin, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, ON, P6A 3G4. Applicants will also be accepted via Fax to (705) 949-3508 or via e-mail to [chandler@uac.ca](mailto:chandler@uac.ca). Algoma University College offers over 25 undergraduate degree programs in a small personal environment where students can maximize their university experience (for more information visit our website at [www.uac.ca](http://www.uac.ca)). Sault Ste. Marie, Ontario, with a population of approximately 80,000, offers the amenities of a large urban centre — theatre, museums, galleries, recreation, and professional services — in combination with the friendliness, safety and clean environment of a smaller centre. Situated in the heart of the Great Lakes, the city is surrounded by lakes, rivers and forests and provides easy access for those interested in boating, hiking, camping and eco-tour experiences. In accordance with Canadian employment and immigration regulations, this advertisement is directed first to Canadian citizens and permanent residents. Algoma University College welcomes applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities. Applications will be considered until this position is filled.

## Unusual Opportunity in Engineering Education

The Faculty of Applied Science at Queen's University invites applications for the DuPont Canada Chair in Engineering Education Research and Development

This newly endowed position has been created to advance the development and implementation of new curriculum initiatives in the Faculty of Applied Science at Queen's University, particularly those associated with the new Integrated Learning Centre

Applications are encouraged from individuals who are excited by the opportunities provided by a new and influential position, by an exceptional new facility, and by the chance to make significant contributions to educational development in the field of engineering.

The successful candidate will have a passion for, and a vision of, the future of engineering education and an excellent record of achievement in engineering, engineering education, or science. Leadership and management skills are important.

Details about the position, the Faculty of Applied Science, and the University are available at [lsc.queensu.ca/education-chair](http://lsc.queensu.ca/education-chair).

Queen's University is committed to employment equity and welcomes applications from all qualified men and women including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. All qualified applicants are strongly encouraged to apply, although Canadian immigration policy requires that Canadians and permanent residents of Canada be given priority.

Preference will be given to applications received prior to April 15, 2002. Inquiries and applications should be directed to the Chair of the Faculty Appointments Committee, Prof. McCowan, at the following address.

Prof. J.D. McCowan  
Associate Dean (Integrated Learning)  
Integrated Learning Centre  
Queen's University  
Kingston, Ontario, Canada  
K7L 3N6  
E-mail: [lsc@post.queensu.ca](mailto:lsc@post.queensu.ca)  
Fax: (613) 533-2721  
Telephone: (613) 533-3031



## Dalhousie University Canada Research Chair (Tier II) Management Informatics

The Canada Research Chair (CRC) Program was established by the Government of Canada to enable Canadian universities to foster research excellence and enhance their role as world-class centres of research in the global and knowledge-based economy. More information on the CRC Program can be found at [www.chairs.gc.ca](http://www.chairs.gc.ca).

The Faculty of Management at Dalhousie is inviting applications for a CRC (Tier II) position in the area of Management Informatics beginning in July 2002. This new position has been created as part of an expanded initiative in the Faculty of Management, which comprises four Schools (Business Administration, Library and Information Studies, Public Administration, and Resource and Environmental Studies) to establish a leading position in research and education in management informatics through the creation of a Centre for Management Informatics Research (CeMir). Information on the Faculty of Management may be found at [www.mgmt.dal.ca](http://www.mgmt.dal.ca).

Management Informatics is an emerging discipline at the intersection of information science, information technology and management that provides solutions to the challenges of knowledge management. Over the last five years, the Informatics Initiative has worked with industry contacts such as Maritime Tel & Tel, Nova Scotia Power Inc., Sobeys, Canadian Tire Acceptance and the Bank of Montreal to further the science and application of Management Informatics. New courses and programs covering topics related to Management Informatics have been created at both the graduate and undergraduate levels. Applicants can have experience in a wide range of management disciplines, including but not limited to MIS, information science, marketing, operations management, computer science, or accounting.

The successful candidate must have demonstrated potential and capacity to undertake independent research in the broad area of Management Informatics. The Chair holder will collaborate with a team conducting research into management informatics and will be expected to provide leadership in the development of joint projects and external research grants. He or she will also be expected to play an active role in the development of the upcoming Centre for Management Informatics Research (CeMir). The successful candidate will be appointed at the rank of Assistant or Associate Professor and should not be more than ten years beyond completion of the doctoral degree.

The University search committee's deliberation on applications will be ongoing until the position is filled. Once recommended by the search committee, the candidate is nominated to the Canada Research Chairs Selection Committee that adjudicates all nominations on a national basis. Applications and nominations for this position should be made by submission of a curriculum vitae, a brief description of current research interests and the names of at least three referees (including telephone and fax numbers) to:

Dr. Abolhassan Jalilvand, Dean  
Faculty of Management, Dalhousie University  
6152 Coburg Road, Halifax, Nova Scotia Canada B3H 3J5  
Telephone: (902) 494-2582  
Fax: (902) 494-1195  
E-mail: [abol.jalilvand@dal.ca](mailto:abol.jalilvand@dal.ca)

In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.



QUEEN'S UNIVERSITY, KINGSTON, ONTARIO

[www.queensu.ca](http://www.queensu.ca)





UNIVERSITY OF  
CALGARY

## CANADA RESEARCH CHAIR, TIER I ROAD SAFETY ENGINEERING

The Department of Civil Engineering at the University of Calgary invites applications for a Canada Research Chair, Tier I appointment at the professor rank in the area of Road Safety Engineering. Information on the CRC Programme is available at the CRC Web site (<http://www.chairs.gc.ca/english/new/index.cfm>). In identifying the area of Road Safety, the University of Calgary aims to build on its existing strengths in transportation engineering, transportation policy, driver psychology, traffic behaviour and transportation GIS.

The successful candidate will lead a program of research concerning road and highway safety, drawing on work in the Departments of Civil Engineering, Mechanical Engineering (including the Injury Research Unit), Geomatics Engineering, Geography and Psychology. The focus of research will emphasise a systems approach involving aspects of the driver/vehicle/highway system that contribute to traffic accidents and/or their mitigation, such as: driver behaviour and human factors and the influences that modify these factors, vehicle design, driver training and education, road/highway design and planning and related traffic micro-simulation modelling, intersection design, road signs and marking, traffic management control and intelligent transportation systems. The main objective of the research will be the development of innovative and interdisciplinary approaches for improving road safety and reducing crash risk. The research will be supported in part by contributions from the Alberta Motor Association and the Centre for Transportation Engineering and Planning (C-TEP).

The successful candidate will have an established research record in the area of road safety. Candidates should have a doctoral degree in a relevant field. Industrially oriented research experience would be an asset. Candidates with non-engineering backgrounds such as human factors, education, etc., are encouraged to apply. The Department of Civil Engineering has a strong group carrying out research in many aspects of transportation engineering. The group is part of the University's Transportation Theme School (<http://www.ucalgary.ca/UoIC/faculties/SS/GEOP/Programs/Transportation/trans.html>), is actively involved in the Van Horne Institute (<http://www.ucalgary.ca/UoIC/departments/vanhorne>), and hosts the Centre for Transportation Engineering and Planning (<http://www.eng.ucalgary.ca/Civil/C-TEP/index.html>), a public/private collaboration. Further information about the Department and the Transportation group may be found at (<http://www.eng.ucalgary.ca/Civil>). This Chair has received considerable external support that currently totals in excess of \$1 million. Eventually, the Chair will be supported, in perpetuity, by this endowment.

The Department strongly encourages applications from women. Canada Research Chairs are open to individuals of any citizenship.

Applications including a curriculum vitae, a statement of research interests, a list of topics on road safety that you would be interested in teaching at both undergraduate and graduate levels, as well as two or three publications, together with the names, addresses, phone numbers and e-mail addresses of three referees must be sent by **April 30, 2002** to: **T.G. Brown**, Head, Department of Civil Engineering, at the address below. Fax: (403) 282-7026; E-mail: [wilsoa@ucalgary.ca](mailto:wilsoa@ucalgary.ca)

Nomination to the Canada Research Chairs Program will occur in September 2002, and if the nomination is successful, the anticipated start date would be July 1, 2003.

## FACULTY OF EDUCATION

### Educational Leadership

The University of Calgary, Faculty of Education, is seeking applicants for a tenure-track position in the area of Educational Leadership. Appointment will be at the assistant professor rank. Duties will include teaching in an exceptional inquiry-based teacher education program, teaching and supervision in innovative master's and doctoral programs, collaboration with professional and academic communities, and contributing to the faculty's research agenda.

Desired qualifications include a completed doctorate in educational leadership, plus evidence of successful experience as a teacher and administrator in K-12 settings. Applications in this area would be strengthened by evidence of additional expertise in adult, community, or higher education.

Applicants should provide evidence of potential to build a strong research and publication record, interest in distributed education, demonstrated capacity to work effectively in a collaborative culture, and a high level of comfort working in an inquiry-based learning environment.

Applications will be considered until the position is filled.

Applications should include a letter of application, a current curriculum vitae, a sample of recent scholarly work, and the names and contact information for three referees directed to: **Dr. Annette LaGrange**, Dean, Faculty of Education, at the address below. Fax: (403) 282-5849; E-mail: [avlagran@ucalgary.ca](mailto:avlagran@ucalgary.ca)

### Adult, Community, and Higher Education

The University of Calgary, Faculty of Education, is seeking a Senior Instructor in the area of Adult, Community and Higher Education for a two-year Contingent Term position with the possibility of renewal. Although we welcome applicants from all subspecialties, preference will be given to those with expertise in adult or higher education.

The major responsibilities of this position will include teaching and supervising in the graduate program offered via distance education. Other duties will include supervision of MEd students in the Masters' programs.

Desired qualifications include a completed doctorate in adult and/or higher education, evidence of successful teaching in school and university settings, interest in flexible/distributed education, and a demonstrated capacity to work effectively in a collaborative culture. Successful candidates will have documented experience in distance education using a variety of technologies.

Detailed information with respect to program offerings of the Graduate Division of Educational Research is available at: <http://www.educ.ucalgary.ca/gder/>

Applications should include the following items: a letter of application addressing previously listed responsibilities and qualifications; a current curriculum vitae; a transcript of the terminal degree; a sample of recent scholarly work; copies of teaching evaluations for university course teaching and samples of course syllabi (if available); examples of distance-learning and multi/media/Web development (if available); and the names and contact information for three referees. Please send applications to **Dr. Annette LaGrange**, Dean, Faculty of Education, at the address below. Fax: (403) 282-5849; E-mail: [avlagran@ucalgary.ca](mailto:avlagran@ucalgary.ca)

Consideration of applications will begin **April 1, 2002** and will continue until the position is filled.

### Educational Technology

The University of Calgary, Faculty of Education, is seeking a Senior Instructor in the area of Educational Technology for a two-year Contingent Term position with the possibility of renewal. Although we welcome applicants from all subspecialties, preference will be given to those with skills in research design and/or quantitative methods, simulation and gaming, or evaluation of educational technology projects.

The major responsibilities of this position will include teaching in the educational technology graduate area, both on-campus and via distance education, using a variety of technologies. Other duties will include supervision in innovative Masters' programs.

Desired qualifications include a completed doctorate in educational technology, evidence of successful teaching in school and university settings, a record of published research, interest in flexible/distributed education, demonstrated capacity to work effectively in a collaborative culture, and a high level of comfort working in an inquiry-based learning environment. The successful candidate will have demonstrated expertise in integrating technology into their own professional, research and teaching tasks.

Detailed information with respect to program offerings of the Graduate Division of Educational Research is available at: <http://www.educ.ucalgary.ca/gder/>

Applications should include the following items: a letter of application addressing previously listed responsibilities and qualifications; a current curriculum vitae; a transcript of the terminal degree; a sample of recent scholarly work; copies of teaching evaluations for university course teaching and samples of course syllabi (if available); examples of distance-learning and multi/media/Web development (if available); and the names and contact information for three referees. Please send applications to **Dr. Annette LaGrange**, Dean, Faculty of Education, at the address below. Fax: (403) 282-5849; E-mail: [avlagran@ucalgary.ca](mailto:avlagran@ucalgary.ca)

Consideration of applications will begin **April 1, 2002** and will continue until the position is filled.

### Educational Leadership

The University of Calgary, Faculty of Education, is seeking a Senior Instructor in the area of Educational Leadership for a two-year Contingent Term position with the possibility of renewal. The Educational Leadership team delivers the MEd, MA, EdD and PhD degree programs. The individual selected for the position will join a collaborative and dedicated faculty that emphasizes quality in principal preparation and offers the MEd program in face-to-face and distance-delivery formats.

The major responsibilities of this position will include teaching in the Educational Leadership graduate area, both on-campus and via distance education, using a variety of technologies. Other duties will include supervision in an innovative Master's program.

Desired qualifications include a completed doctorate in Educational Leadership or a closely related field, experience as a K-12 administrator, evidence of successful teaching in schools and in university graduate-level settings, a record of published research, interest in flexible/distributed education, demonstrated capacity to work effectively in a collaborative culture, and demonstrated expertise in integrating technology into professional, research and teaching tasks.

Detailed information with respect to program offerings of the Graduate Division of Educational Research is available at: <http://www.educ.ucalgary.ca/gder/>

Applications should include the following items: a letter of application addressing previously listed responsibilities and qualifications; a current curriculum vitae; a transcript of the terminal degree; a sample of recent scholarly work; copies of teaching evaluations for university course teaching and samples of course syllabi (if available); examples of distance-learning and multi/media/web development (if available); and the names and contact information for three referees. Please send applications to **Dr. Annette LaGrange**, Dean, Faculty of Education, University of Calgary, at the address below. Fax: (403) 282-5849; E-mail: [avlagran@ucalgary.ca](mailto:avlagran@ucalgary.ca)

Consideration of applications will begin **April 1, 2002** and will continue until the position is filled.

*In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered.*

**University of Calgary, 2500 University Dr. N.W., Calgary, AB, Canada T2N 1N4**

*The University of Calgary respects, appreciates and encourages diversity.*

*To see all our academic career opportunities, please visit [www.ucalgary.ca/HR/career](http://www.ucalgary.ca/HR/career)*

[www.ucalgary.ca](http://www.ucalgary.ca)



## CAREERS CARRIÈRES

**WILFRID LAURIER UNIVERSITY** — The Bradford Campus invites applications for a full-time position in its interdisciplinary program in Community Studies (subject to budgetary approval). The campus is looking for someone with expertise in Community Psychology. The position will be a limited-term or tenure-track appointment, depending on qualifications, and will begin July 1, 2002. The successful candidate will be responsible for teaching courses on contemporary issues and contemporary thought, and in psychology, and will be expected to develop an active research program. The extended Bradford campus offers a particularly attractive research opportunity in the area of aging, but applicants with other interests are welcome to apply. The position will have the opportunity to develop links with the graduate programs in community psychology at Laurier's Waterloo campus. A completed PhD and strength in both teaching and research are strongly recommended. Applications, including a full curriculum vitae, letters of reference, and a teaching dossier, should be sent to: Dr. Leo Groulx, Dean of the Bradford Campus, Wilfrid Laurier University, 73 George St., Brantford, ON N3T 2Y3. The deadline for applications is April 15. In accordance with Canadian Immigration Policy, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and Aboriginal people.

**McMASTER UNIVERSITY** — The Department of Psychology invites applications for a tenure-track Assistant Professorship in the area of animal behaviour to commence July 1, 2002. We seek an individual with research interests in the function, evolution or development of animal behaviour. The Department of Psychology at McMaster University has a rich tradition in experimental psychology and particular strengths in the areas of animal learning and behaviour, evolutionary psychology, behavioural ecology, neuroscience, development, perception and cognition ([www.socsci.mcmaster.ca/psychology](http://www.socsci.mcmaster.ca/psychology)). Candidates should have a PhD and will need to show evidence of a vigorous research program, promise of leadership in his or her field, and a commitment to both undergraduate and graduate education. Applicants should send a curriculum vitae, statement of research interests and copies of representative papers to: Dr. Sigal Balshine, Animal Behaviour Search Committee Chair, Department of Psychology, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4K1. They should also arrange to have three letters of recommendation sent to Dr. Balshine. Applications will be reviewed on an ongoing basis until the position is filled. To receive full consideration materials must be received no later than March 15, 2002. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. McMaster University is a strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal people, members of sexual minorities, and persons with disabilities.

**ATHABASCA UNIVERSITY** — Canada's Open University™ invites applications for an assistant professor position in Biological Psychology. The position is housed within a small community of innovative psychologists in the Centre for Psychology. In addition to the undergraduate degree programs and courses, the University anticipates the offering of a Master of Counselling program in January of 2002. The ideal candidate should have a PhD in biological psychology with a strong background in instructional design and/or educational technology, have relevant teaching experience, and show promise of developing a program of research. Teaching responsibilities include courses in the biological bases of human behavior. Possible areas for development include: addictions, neuropsychology, psychopharmacology, altered states of consciousness, sensation and perception. Candidates must be prepared to teach psychology courses outside of the field of biological psychology. The selected candidate will develop print-based and internet-based course materials for use by distance learners at the undergraduate level and, potentially, at the graduate level. The preferred candidate will be an innovator in education who believes in open education and enjoys working with adult learners. Experience in distance education and computer-based instruction is an asset. The position is a five-year term appointment with a strong possibility of becoming a tenured appointment (i.e., tenure-track) starting June 1, 2002, or as soon as possible thereafter. Further information about this position may be obtained from Dr. Geoff Brunsak, Chair, Centre for Psychology, phone: (780) 675-6235, or email, [geoff@athabasca.ca](mailto:geoff@athabasca.ca). Athabasca University is located in the Town of Athabasca in the beautiful cottage country of north central Alberta, 145 km north of Edmonton and operates regional centres in Calgary and Edmonton. It specializes in distance education and delivers courses to approximately 25,000 students per year. Academic life and work in Athabasca, or commute weekly to Athabasca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities. Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three references by March 31, 2002 to: Coordinator, Employment Services, Human Resources, Athabasca University, 1 University Drive, Athabasca, AB T9S 3A3, by e-mail to [resume@athabasca.ca](mailto:resume@athabasca.ca), or by fax to (780) 675-6135.

### RELIGION & CULTURE

**WILFRID LAURIER UNIVERSITY** — The Department of Religion and Culture invites applications for three positions: (1) a one-year, limited-term appointment in the area of religious studies in the Western world. Candidates should be qualified to teach historically oriented courses as well as contemporary thematic ones. (2) a one-year, limited-term appointment in Asian religions, arts, and cultures. Candidates should be qualified to teach both contemporary thematic courses as well as historically oriented ones. (3) a one-year, limited-term appointment in religious studies in the ancient Mediterranean. Candidates should be qualified to teach thematic courses as well as historically oriented ones. Applicants must show evidence of active engagement in research and publication. Candidates must have a completed PhD by the time of the appointment, which commences on July 1, 2002, and is subject to budgetary approval. Applications, including curriculum vitae, transcripts, representative publications, and teaching dossier (including, e.g., course evaluations and course outlines), should be sent to Dr. Peter Erb, Chair of the Search Committee, Department of Religion and Culture, Wilfrid Laurier University, 75 University Avenue, West, Waterloo, Ontario, Canada N2L 3C5. Queries regarding the position may be addressed to [perb@wlu.ca](mailto:perb@wlu.ca). Letters assessing the applicant should be sent directly from three referees. Information about the department, including the courses that candidates will likely be expected to teach, can be found at <http://www.wlu.ca/~wvaworld/>. The deadline for receipt of all materials is April 5, 2002. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and Aboriginal people.

### RESOURCE & ENVIRONMENTAL MANAGEMENT

**SIMON FRASER UNIVERSITY** — The School for Resource and Environmental Management has a Tier II QRC in First Nations Cultural and Environmental Resource Management to be appointed jointly with the Department of Archaeology. Please refer to the full advertisement under Archaeology.

## University of Alberta Edmonton

## Faculty of Nursing

The Faculty of Nursing at the University of Alberta is expanding its capacity for research and teaching in Canada and internationally. We invite applications from senior academics who have established programs of research and track records of successful graduate supervision, and new career academics who are seeking opportunities to develop programs of research and teaching expertise.

One exciting opportunity exists for a mid-career nurse researcher, or a junior or mid-career health services researcher, to work within the Centre for Knowledge Transfer. This interdisciplinary and multi-site Centre focuses on both an active research program and the training of graduate students and will be of interest to researchers in the area of knowledge utilization or policy research. Where appropriate, joint appointments will be supported. Additional opportunities for postdoctoral training are also available. Dr. Carole A. Estabrooks or Dr. Janice Lander are pleased to provide further information on this position and can be reached at [www.nursing.ualberta.ca/estabrooks/kustp/](http://www.nursing.ualberta.ca/estabrooks/kustp/) or at [www.nursing.ualberta.ca/knowledge-transfer/](http://www.nursing.ualberta.ca/knowledge-transfer/).

Other opportunities exist for academics with teaching expertise in health assessment, pediatric, neonatal and medical surgical areas, as well as researchers with expertise in quantitative methodologies, although applications in any area are welcome.

Appointments can be made at any rank, contingent on appropriate experience. Minimally, a PhD degree is required. Eligibility to be registered as a nurse in the Province of Alberta is required for those teaching the nursing

curriculum. This competition will remain open until suitable candidates are found. Successful applicants will receive a competitive salary commensurate with their experience, supplemented with an excellent benefits plan, including relocation assistance.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Applicants should submit their curriculum vitae and the names of three referees to:

Dean Genevieve Gray  
Faculty of Nursing  
University of Alberta  
3-129 Clinical Sciences Building  
Edmonton, AB T6G 2G3  
Dean Gray will also be pleased to provide further information on these positions and may be contacted at (780) 492 6761 or by email [genevieve.gray@ualberta.ca](mailto:genevieve.gray@ualberta.ca)

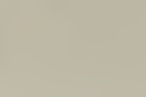
The University of Alberta (<http://www.ualberta.ca>) is one of the largest full-service, research-intensive universities in Canada, and the Faculty of Nursing is one of the five health science faculties on campus.

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPPA).

The University hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

to teach thematic courses as well as historically oriented ones. Applicants must show evidence of active engagement in research and publication. Candidates must have a completed PhD by the time of the appointment, which commences on July 1, 2002, and is subject to budgetary approval. Applications, including curriculum vitae, transcripts, representative publications, and teaching dossier (including, e.g., course evaluations and course outlines), should be sent to Dr. Peter Erb, Chair of the Search Committee. The position may be addressed to [perb@wlu.ca](mailto:perb@wlu.ca). Letters assessing the applicant should be sent directly from three referees. Information about the department, including the courses that candidates will likely be expected to teach, can be found at <http://www.wlu.ca/~wvaworld/>. The search committee will begin to review applicant files in late March, 2002. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and Aboriginal people.

**WILFRID LAURIER UNIVERSITY** — The Department of Religion and Culture invites applications for a tenure-track appointment in Buddhism in North America. Candidates should be able to teach fieldwork-based courses as well as textually oriented ones. Applicants must show evidence of superior teaching ability and of active engagement in research and publication. The candidate must have a completed PhD by the time of the appointment, which commences on July 1, 2002, and is subject to budgetary approval. Applications, including curriculum vitae, transcripts, representative publications, and teaching dossier (including, e.g., course evaluations and course outlines), should be sent to Dr. Peter Erb, Chair of the Search Committee, Department of Religion and Culture, Wilfrid Laurier University, 75 University Avenue, West, Waterloo, Ontario, Canada N2L 3C5. Queries regarding the position may be addressed to [perb@wlu.ca](mailto:perb@wlu.ca). Letters assessing the applicant should be sent directly from three referees. Information about the department, including the courses that candidates will likely be expected to teach, can be found at <http://www.wlu.ca/~wvaworld/>. The deadline for receipt of all materials is April 5, 2002. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and Aboriginal people.



## UNIVERSITY OF REGINA FACULTY OF EDUCATION TENURE TRACK POSITION

The Faculty of Education at the University of Regina is a dynamic community of educators with a commitment to excellence in undergraduate teacher education, graduate studies and scholarly research. The Faculty encourages and supports: the integration of theory and practice; cross-cultural knowledge and experience; use of instructional technologies; collaboration; balance within commitments to teaching, research, field experience supervision, and professional development.

Applications are invited for the following tenure track position:  
• Aboriginal Education

Qualifications: Preference will be given to applicants with teaching experience and a current teaching certificate; and a completed, or nearly completed PhD or EdD.

Duties: Will include teaching at the undergraduate level; graduate teaching and thesis supervision; and field experience supervision. The successful candidate will have an interest in, and a commitment to scholarly research, and should describe her or his current interests and projects.

Salary: Assistant Professor range: \$44,419-\$61,951

For further information and details with respect to the position, please visit our web site at <http://education.uregina.ca/employment> or contact Carolyn Montgomery at (306) 585-4500, fax (306) 585-5330, e-mail: [Carolyn.Montgomery@uregina.ca](mailto:Carolyn.Montgomery@uregina.ca).

Applicants should send a current curriculum vitae, photocopies of transcripts and the names of three references to: Dean Margaret McKinnon, Faculty of Education, University of Regina, Regina, SK S4S 0A2.

This advertisement will be in effect until the position is filled. Appointments will be made subject to budgetary clearance.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to the principles of employment equity.

## Director, Research Laboratories/BCCA

### Vancouver Island Centre

The British Columbia Cancer Agency - Vancouver Island Centre is located in Victoria, BC on Vancouver Island. Greater Victoria is a beautiful community of 325,000 residents and the Island population is over 700,000. This new position is responsible for providing leadership in the development of a new transitional research program in the recently completed research laboratory of the British Columbia Cancer Agency-Vancouver Island Centre. It is an opportunity to shape a collaborative transitional research program within the Vancouver Island Centre, with the University of Victoria and the British Columbia Cancer Research Centre in Vancouver. This position will support a key direction of the British Columbia Cancer Agency, towards a knowledge generating organization. The incumbent will be responsible for the day to day direction of the Research Laboratories of the Vancouver Island Centre, including administrative direction of faculty-level scientists, and scientific leadership of a much larger group of clinicians, Agency scientists, and University faculty. The individual should be PhD or MD with successful research experience and previous experience with

in the health care field. Applicants should be eligible to qualify for University of Victoria appointment at a level of Associate Professor or higher. This individual will have a strong interest in supporting the BC Cancer Foundation in raising funds for cancer research.

Applicants should submit their Curriculum Vitae to: Dr. Brian Wertheimer, Regional Vice President, BC Cancer Agency, Vancouver Island Centre, 2410 Lee Avenue, Victoria, BC V8R 6V5 or email at [bwertheimer@bccancer.bc.ca](mailto:bwertheimer@bccancer.bc.ca). Applications will be accepted until March 31, 2002 or until a suitable candidate is found.



## BC Cancer Agency CARE & RESEARCH

L'Université de Moncton, établissement de langue française en milieu acadien, recherche des candidatures afin de pourvoir les postes suivants :

## Professeurs ou professeurs

La Faculté des sciences de la santé et des services communautaires recherche des professeurs ou professeurs possédant un doctorat dans la discipline appropriée, qui seront embauchés au rang d'adjoint ou d'adjointe, et qui enseigneront dans les domaines suivants :

- 1 poste régulier en études familiales
- 1 poste régulier en nutrition communautaire et appliquée
- 1 poste régulier en sciences infirmières

Seront également considérées les candidatures exceptionnelles de personnes sur le point d'obtenir un doctorat dans la discipline appropriée au cours de la prochaine année. Dans ce dernier cas, une lettre de recommandation de la directrice ou du directeur de thèse est demandée.

Entrée en fonction et traitement : Pour ces trois postes, l'entrée en fonction est prévue pour le 1<sup>er</sup> juillet 2002. Les critères servant à définir le rang professoral et le traitement annuel sont établis dans la convention collective. Enfin, la maîtrise du français est essentielle, tant à l'oral qu'à l'écrit.

Une description détaillée de ces postes, incluant les fonctions, les exigences et les délais pour postuler, est disponible dans le site Internet de l'Université de Moncton (campus de Moncton) à l'adresse suivante : <http://www.umoncton.ca/resshum>. Fermeture du concours : Les candidatures seront reçues jusqu'au 31 mars 2002.

## UNIVERSITÉ DE MONCTON

## Un accent. sur le savoir

L'Université de Moncton soutient à l'équité en matière d'emploi et encourage les candidatures de toute personne qualifiée, femme ou homme, y compris les autochtones, les personnes handicapées et les membres des minorités visibles. Conformément aux exigences relatives à l'immigration au Canada, ce concours s'adresse aux citoyennes et citoyens canadiens ainsi qu'aux personnes ayant obtenu le droit d'établissement au Canada.



100







# Merit Pay — A Bonus for the Employer?

By PAUL HANDFORD

THE notion of merit pay seems, at first glance, unassailable as a right and proper thing — a just recognition of imagination, skill and industry. This is the picture of merit systems that will make sense to many faculty, and the one which is usually pointed to by administrations seeking to justify them, usually couched in a framework of the "pursuit of excellence." But management will also be likely to see merit systems as pay-for-performance — providing a handy tool to boost productivity and penalize "poor" performance, allowing far-reaching control of the employee population and of the entire enterprise.

Evidence and reasoning suggest that in the end the balance of costs and benefits of merit pay systems can readily favour the management that administers "merit" more than it does the performers who display it in varying degrees. This seems especially likely to be true in organizations in which trust and co-operation are important factors in the proper functioning of the system, as is undoubtedly the case in academic institutions.

Does productivity need boosting? Is there a significant performance problem in universities? I am unaware of any empirical argument that even suggests, still less demonstrates, that universities have ever given anything but good value for money, whether in terms of research, of teaching, or of general contribution to the culture and economy, especially in the long view.

The need for an "output boost" is therefore a suspect rationale for merit pay schemes. Perhaps, then, enthusiasm for merit systems stems from some other source. This conclusion refers to universities in general, of course, and does not preclude variation among institutions, still less among individuals. But, of course, any population will inevitably show variation in anything measurable — it is not necessarily something to be wondered at or agonized over.

Still, it might be argued that the "productivity" of universities could be enhanced somehow so as to secure for society a still better dividend. Those persuaded of the "common sense" approach to the analysis of society might wish to apply accounting and reward systems to the academe so as to reap the benefits claimed to follow elsewhere. It could further be argued that inequities in productivity among and within institutions are important and should be addressed. This would represent a claim that merit pay systems might perhaps provide a necessary stimulus to urge less-productive institutions and individuals into greater productivity, thus elevating the aggregate output at the same time as discouraging or penalizing "free-riders."

THIS LEADS us to consider why people do the work they do — specifically, does the promise of extra remuneration offer a prospect of a more active and effective academic community? Do either or both of the quality and quantity of teaching or research correlate positively with moderate differences in rates of pay, independently of other factors? It may come as a surprise to learn that several students have concluded that the answer is, quite simply and clearly, no. As an example, Kohn<sup>1</sup> reports: "according to numerous studies in laboratories, work places, classrooms and other settings, rewards typically undermine the very process they are intended to enhance. Individuals pursue their work because it is satisfying, joyful, and important. To the extent that a job is not fulfilling, additional incentives will not help... In general, the more cognitive sophistication and open thinking that was required, the worse people performed when working for a reward."

The economic models that underlie performance-based pay schemes portray work as hard and aversive — implying that good performance can only be achieved by a system of sanctions and rewards. This picture of work should be utterly alien to all academics that see themselves as professionals following a calling, whose motivations lie in the joys of discovery and the satisfactions of scholarship.

Michael Skolnik<sup>2</sup> offers this perspective from the U of T: "Merit pay's chief rationale is to provide an incentive to employees to work hard and produce, but there is room for doubt as to the applicability of this rationale in academe. Professors are strongly motivated by non-pecuniary factors — intrinsic satisfaction, recognition from peers, responsibility to students, etc. If these sources of motivation are very strong, then so long as a professor's salary is perceived to be approximately appropriate, he or she will expend considerable effort. If this is true, then so far as the incentive argument goes, the principal effect of merit pay is probably negative."



None of this is exactly encouraging for proponents of merit systems; it suggests their theoretical basis is questionable, particularly in so far as academic work is concerned.

But regardless of theoretical clarity, is there any empirical evidence that merit systems nevertheless do have a positive impact on output? Even in the world of business there is astonishingly little evidence that they are effective. Jeffrey Pfeffer,<sup>3</sup> in a review of pay incentive schemes, notes that the evidence largely contradicts the "common sense" expectation that pay incentives boost output.

Overall, the impression from such surveys is that there is no good basis, either theoretical or empirical, for any expectation that levels of academic output will be positively related to levels of pay-differentials. Others have noted that performance-based pay plans generally share two attributes: they absorb vast amounts of time and resources, and they make almost everyone unhappy.

But it may be objected that such productivity stimuli are far from the primary point: merit schemes are, or should be, designed simply to give just recognition to outstanding contributions. This naturally sounds more sensible. But the question remains: Do merit systems actually work? Do they have a beneficial — or at least a neutral — effect on output? And do they have the effect of making employees content with their lot? To answer this, we must inquire into the costs and consequences of the implementation of a merit system.

Merit systems require assessment and accounting which absorb a lot of time and effort both on the part of faculty and administrators. A very clear message coming from faculty on many campuses concerns the irritation and dismay over the reporting load associated with performance assessment. This is compounded by the demoralization felt by many over the lack of trust implied by merit scrutiny. Academics generally are not primarily motivated by concern for monetary gain — accordingly, many resent their profession being degraded into "wage labour" by what feels like near-continuous assessment.

THE MERIT dynamic will inevitably lead to ratcheting up expectations for — no matter how good we are — within our own units about half of us are inevitably, and always, below average. Since excellence is arbitrarily defined as a rarity in the calculus of most merit systems, regardless of any "absolute" value of accomplishment, many individuals will feel that their entirely creditable activities go unacknowledged or penalized as below average.

This naturally leads to disappointment and frustration, to add to the irritation at the time taken away from academic duties. The erosion of collegial relationships based in trust and respect can have insidious impacts on the professoriate as a whole, sapping energy, loosening dedication and solidarity of purpose, and taking away the simple joy of the academic life. There are ironies attendant on all this of course: while administrations laud the virtues of co-operative and interdisciplinary research initiatives, merit systems eat away at the collegial solidarity out of which such co-operation may grow.

Many are concerned that merit assessment systems will have a pernicious effect on the kind of research undertaken on university campuses, through favouring both quantity over quality and projects which attract big money support. Thus, the academic agenda can become driven by non-academic values and concerns. The other side of this coin is that merit and performance indices can be used to attack

departments, faculties, and individuals which have been "exposed" as "substandard" in this spurious fashion. Such worries are of course exacerbated on a campus that enters extensively into involvement with the private sector.

Such are the sorts of immediate costs levied in the academic realm itself. But, as we have noted, merit systems generate monetary costs across the campus. Joy Calkin is reported to have said, when vice-president (academic) at the University of Calgary, that the entire cost in staff hours needed each year for the whole merit system was the equivalent of the salary of 12 mid-level full professors.

Despite all the foregoing, which should serve to temper at least the wilder enthusiasms for merit pay as an obvious, common sense, solution to a much oversold set of problems, we might reasonably return to ask: Shouldn't we still reward outstanding achievement?

Outstanding achievement should indeed be rewarded, though it is not immediately obvious what constitutes an appropriate nature of rewards or a suitable manner of their application. However it seems clear that most merit systems force a disparity in putative merit which is simply not reflective of a comparable disparity in performance. Most of us are much the same, when all is considered, with rather few of us standing clearly apart from the mass in any direction. To stretch us all across the broad rack of some global merit-assessment scheme is to risk all the negative consequences that merit systems have been shown capable of and gain few benefits, if any.

IT IS MORE reflective of reality to recognize outstanding performance in some sort of prize system. It is conventional that such prizes be represented by cash awards — though there is room for some imagination here. But it seems right and fair that such prizes only be applied topically, as and when deserved. By this I mean that special achievements made in any given period should be associated with that period alone and not automatically compounded in all years that follow. In other words, the proper way to acknowledge and reward special achievement is through stipends. It is easy to demonstrate that, where merit pay is built into base salary, professors who differ in nothing more than the timing of their notably meritorious performances may differ substantially in their lifetime earnings and pension; this completely unjustifiable inequity is removed by the use of prizes or stipends.

If the number of such prizes properly reflects the rarity of significantly outstanding contribution then their value could be really substantial, without compromising the fair remuneration of the majority of us who, pretty much every year, do the same good job. Such a scheme would serve a simple and clearly-definable purpose — the reward of undeniably exceptional contributions — making no claims about affording solutions to much more complex matters, such as recruitment or retention, as merit-pay is often purported to provide.

Rather than wasting time and resources on such doubtfully-effective and potentially costly exercises, university administrations would be better employed labouring to remove real constraints on our activities. Merit systems represent a prescriptive approach to the academic enterprise. But a university is more like an organism than a machine: it grows and changes in ways much closer to biological than to physical systems — by mutation and natural selection rather than by abstract analysis and prescription.

The functioning of real universities is as messy as life itself. As many ecologists have been realising, the very notion of management of such systems is often illusory, for the system is not even remotely deterministic in structure. There simply isn't just one description of a "good" professor, still less of a good campus mix. Most merit systems derive from, and are expressive of, the idea that there is only one way to be an academic. This notion should be resisted strenuously by any who care about diversity of ideas and practice in the academe. ■

Paul Handford is a professor of zoology at the University of Western Ontario and vice-president of the UWO Faculty Association.

1. Kohn, A. Why incentive plans cannot work! *Harvard Educational Review* 9/10 (1993): 45-63.

2. Skolnik, M. Merit by numbers. *U of T Bulletin*. [www.library.utoronto.ca/bulletin/jan5\\_98/forum.htm](http://www.library.utoronto.ca/bulletin/jan5_98/forum.htm).

3. Pfeffer, J. Six dangerous myths about pay. *Harvard Business Review* (1996) v76, no. 3, 109-111. [www.facstaff.bucknell.edu/pagana/mg330/pay.html](http://www.facstaff.bucknell.edu/pagana/mg330/pay.html).

The views expressed are those of the author and not necessarily those of CAUT.